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ABSTRACT

Data on 1984 faculty bargaining agents and collective bargaining agreements in public and private U.S. and Canadian colleges are presented, along with a brief narrative description of 1984 trends. For each institution, information is provided on the bargaining agent, unit size, the year the current agent was elected, the year the initial contract was signed, the number of campuses, and the contract expiration date. Summary data are also presented on U.S. elections for bargaining agents (name of agent, size, whether the agents were elected, decertified, challenged, or whether no-agent votes were cast). Some 1974-1984 trend data for public and private institutions are provided on the growth of bargaining agents and collective bargaining agreements, and agreements at two- and four-year institutions. Additional data cover: a 1985 breakdown for public and private colleges by specific agents, no-agent votes during 1971-1984, geographic distribution of bargaining agents and contracts, the number of faculty represented by the agents, the date of public sector collective bargaining legislation, decertifications for 20 institutions, and institutions affected by the "Yeshiva" decisions. An index of institutions is appended. (SW)

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Volume 11 • January 1985

Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education

Joel M. Douglas
with Elizabeth A. Kotch

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HIGHER EDUCATION AND THE PROFESSIONS—BARUCH COLLEGE
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Directory of
Faculty Contracts
and Bargaining Agents
In Institutions of Higher Education

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PREFACE

Each year the *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* grows in complexity; the 1985 edition is the most comprehensive we have published thus far. While further refinements may yet be forthcoming in future volumes, we believe that the present format has met with a wide degree of success and has become a valuable reference aid to those engaged in the process of academic collective bargaining.

ACKNOWLEDGMENTS

We at the National Center enjoy the *Directory* project and look forward to being able to use it in order to survey the entire national scene with respect to this subject. More than with any other project or publication, we are able to view an entire landscape of collective bargaining in one sector. Yet, we realize that we cannot produce the *Directory* by ourselves. We must depend on those practitioners on various campuses who actually engage in the process to serve as our "eyes and ears" in the field. To all of the various personnel officers, labor relations designees, union presidents and others who responded to our surveys, we thank you.

In addition to those surveyed, there is a small but dedicated group whom we have relied on for specific information. This nucleus plays a very important role in making the *Directory* possible and we acknowledge their support. They include Steve Finner and Sue Graebill of the AAUP, Perry Robinson of the AFT, Dave Poisson of the NEA, Francine Berichon of the CAUT and Katie FitzRandolph of the Ontario Public Service Employees Union.

The entire staff of the National Center works on this project. Each year one person is designated to work with me as the primary researcher; this year it was Elisabeth A. Kotch who did an outstanding job in coordinating and updating our ever changing database. Elisabeth tracked down all leads and had the persistence to stick to the job until it was done. Working on the project, along with Elisabeth, was Susan Campbell, another researcher on the staff. Susan had the difficult job of keeping track of all the *Yeshiva*-related cases and updating the charts and tables.

Others at the Center, including Brenda Daniels and Bernice Jones, assisted along the way.

As we move more and more into the computer age, we are reminded that the human element cannot be eliminated. In this case, that service was provided by Ruby N. Hill who makes our computer and word processing system work in such a way that we can produce this comprehensive volume. Deep appreciation and acknowledgment is extended to her.

Someday we at the Center are going to count up the total number of National Center Publications that Evan G. Mitchell has shepherded through the production process. As she has done since our beginning in 1972, Evan was responsible for all production aspects of this project, a task that she performed in her usual proficient style.

For any omissions or errors, we apologize. We are pleased to offer this volume of the *Directory* to our community.

J. M. D.

UNIONIZATION AMONG COLLEGE FACULTY

JANUARY 1 - DECEMBER 31, 1984

UNIONIZATION AMONG COLLEGE FACULTY
January 1 - December 31, 1984

INTRODUCTION

Increases in the number of recognized faculty bargaining agents and collective bargaining agreements in higher education albeit minimal in certain categories, are being viewed by observers as significant in light of the overall national trends which show a decrease in union membership and growth. While the number of negotiated contracts only increased by two, the number of bargaining agents rose by twelve. These new additions bring the total number of recognized faculty bargaining units to 429, the highest it has been since the National Center began keeping statistics in this area in 1974. Likewise, the number of collective bargaining agreements in place is also at an all-time high with 395 signed contracts representing 830 college campuses as of December 31, 1984.

Several suggestions have been offered for this increase, among them the following: a) greater effort in organizing activity by the three national unions, b) enactment of the 1984 enabling legislation in Ohio and Illinois, c) rise in the number of middle level administrators opting to bargain in separate units, and d) fewer "No-Agent" and decertification votes.

While the reasons for growth may vary from state to state, it is clear that college faculty are not rejecting collective bargaining as a means of regulating their employment relationships and, indeed, appear to be moving towards greater unionization even as the labor movement in the United States is undergoing a period of difficulty. This somewhat contradictory pattern of union growth in higher education in the midst of declining trade union membership on the national level is an unexpected development in need of further study.

The greatest increase in unionization occurred in public institutions where the number of recognized agents rose from 343 during 1984 to 355 by January 1985. As we have experienced during the past several years, union organizing in the private sector was virtually minimal. A complete statistical analysis of all faculty elections is presented in the "Summary of Elections - 1984" in this publication.

AGENTS ELECTED

The AFT won agent status in all six of the newly elected faculty bargaining units and is involved in a run-off election for agent status at the seventh. They were successful in securing representational rights at four community colleges, one school of design and one university system. Three of the newly unionized institutions are located in Illinois and may be among the first to organize under the provisions of the recently enacted Illinois Collective Bargaining Bill. Neither the AAUP nor the NEA was elected as the bargaining agent for any new faculty units. Both, however, were involved in other elections involving challenges to agent status and decertification attempts.

At Black Hawk College in Illinois, the faculty of 159 elected the AFT as their bargaining agent by a vote of 127 to 29 for "No-Agent." Also in Illinois, the faculty at Kankakee Community College chose the AFT as their agent by a vote of 30 AFT, 2 NEA and 23 "No-Agent." The unit size at Kankakee is 59. The third Illinois election involved the support staff at Moraine Valley Community College who elected the Cook County College Teachers Union/AFT by 81 votes to 32 for AFSCME, 21 for "No-Agent" with 23 challenged ballots. The support staff unit numbers 196. The three Illinois election victories for the AFT and their affiliates clearly demonstrate strength for faculty collective bargaining and the AFT in that state. It will be interesting to see if this support can be carried through to the Illinois four-year systems which are expected to conduct faculty elections sometime in 1985.

In another agent election, faculty at Cabrillo Community College, California, elected the CCFT/AFT as their bargaining agent defeating "No-Agent" in a run-off election 181-132. In the initial election, the 402 unit members split their vote 145 for the CCFT/AFT, 115 "No-Agent" and 73 NEA. In an election which necessitated a yet to be resolved run-off, the adjunct faculty at Portland Community College, Oregon, chose collective bargaining defeating "No-Agent" by a vote of 199 for NEA, 198 for AFT and 184 for "No-Agent." The unit size is approximately 600.

In the four-year institutions, adjunct faculty at Parsons School of Design, New York, elected the Parsons Faculty Federation/AFT by a vote of 99 to 92 for "No-Agent" with 4 challenged votes. The Parsons unit is approximately 200 part-time faculty members, the full-time faculty having been dropped from the unit over a stipulation relating to Yeshiva-type litigation. At the University of California system, the lecturers unit of some 1,877 elected the AFT over "No-Agent" by a vote of 707-447. This marks the fourth unit of professionals in the University of California system to elect a bargaining agent, however, only one of the four involves teaching faculty.

The number of agents in four-year institutions now stands at 138 with 76 in public institutions and 62 in the private sector. Among the two-year colleges, there are 291 agents with 279 in the public sector and 12 in the private sector. At present, there are 34 bargaining units with certified agents who have not yet negotiated their initial contract.

"NO-AGENT" ELECTIONS

Only one "No-Agent" election was reported during 1984, making this the lowest number in this grouping since the Center first started amassing this data. The faculty at Miami-Dade Junior College rejected collective bargaining by a vote of 408 for "No-Agent" to 293 for the AFT. This marked the second time that faculty at this college have rejected unionization, the AFT having been defeated previously in 1975. The size of the bargaining unit in this most recent election was 761.

Analysis of this one "No-Agent" election is difficult; while proponents of faculty unionization might be tempted to use Miami-Dade as a sign that faculty support for unionization, with this one exception, is gaining, it is still only one indicator that must be carefully viewed in the larger context. If "No-Agent" elections continue to decline, then perhaps it may signal a stronger commitment for faculty organizing or a more careful selection by faculty unions as to which campuses they chose to commit their resources to.

DECERTIFICATIONS

Two *Yeshiva*-related decertifications were reported in 1984. The long-awaited decisions in Boston University and Polytechnic Institute were decided in 1984 with both cases resulting in favorable decisions for management. In *Boston University*, the AAUP chapter which represented some 860 faculty members was decertified after being the bargaining agent since 1975. That case is currently on appeal to the National Labor Relations Board. The last agreement expired in August of 1984. In *Polytechnic*, the AAUP unit of 220 members was decertified after serving as the bargaining agent since 1971. Their last agreement expired in 1980.

No faculty bargaining agents were decertified for reasons other than *Yeshiva*. It is also interesting to note that the number of new claims relating to the *Yeshiva* decision has virtually ceased. It is expected that future decertifications over this issue will be limited to claims already in the NLRB pipeline.

Five additional decertifications were attempted by competing labor organizations. Three resulted in the incumbent agents defeating the challengers. In the other two, the existing agents lost agent status. In the largest, and clearly the most significant election in terms of membership and publicity, the NEA affiliate in Florida, the United Faculty of Florida (UFF) successfully defeated the AFT/AAUP affiliate, the Florida Acadmic Congress (FAC) challenge by a vote of 2,423 to 1,270. The UFF/NEA maintained their bargaining rights for the 6,186 members of the bargaining unit in the nine-campus State University System of Florida. The UFF had previously been affiliated with the AFT until 1982 when it was dechartered. At that time, it affiliated with the NEA. This election should bring an end to the long representational agent struggle among the three national unions for bargaining rights in the Florida system.

In two other decertification attempts, the AFT defeated the NEA and maintained bargaining agent status. In the College of San Mateo, California, the AFT continued as the agent for the 953 bargaining unit members by a vote of 364 for the AFT, 271 for the NEA and 11 "No-Agent." The AFT had been the bargaining agent at San Mateo since 1982 when it defeated the NEA. The NEA had been the original bargaining agent, having been first elected in 1977. At Orange Coast College in California, the AFT defeated a challenge by the NEA by a vote of 262 to 168 and 27 "No-Agent."

In two other elections, challenging agents were successful in unseating incumbents At Simon's Rock of Bard College, Massachusetts, the AAUP was replaced by the AFT by a vote of 18-3 with 4 "No-Agent" votes. The unit size at Simons Rock is 30. At West Shore Community College in Michigan, the NEA won bargaining rights for the unit of 30 from an independent union by defeating "No-Agent" by a vote of 19-6.

STRIKES AND LEGISLATION

Strikes

Nine strikes were reported in academe during calendar year 1984; 3 took place during the spring semester 1984, while 6 were classified as fall semester 1984 back-to-school strikes. The spring semester strikes included job actions at Henry Ford Community College, Taylor Business Institute, and Lincoln University. Unlike most of the 1984 strikes, the strikes at Lincoln and Taylor were of several weeks duration; the Lincoln strike ran for 13 days, while the strike at Taylor lasted for 27 days.

Five of the 6 fall back-to-school strikes occurred at public community colleges. The faculties at Burlington C.C., Morton College, Kellogg C.C., Thornton C.C. and Carl Sandburg College all engaged in work stoppages. With the exception of the strike at Morton, the others were all of less than one week's duration. The only fall strike involving a four-year institution occurred at Western Michigan University where the AAUP local engaged in a four-day strike. It is interesting to note that with the exception of the Burlington stoppage, the other fall strikes occurred in the midwest; 4 in Illinois and 1 in Michigan. This may reflect the unique economic problems confronting that area or may be attributable to other factors.

While the number of strikes increased from 3 in 1983 to 9 in 1984, they are still considered a rarity in academic collective bargaining. For a complete analysis of work stoppages in higher education, the reader is referred to NCSCBHEP Newsletter, Vol. 11, No. 5. For an analysis of the 1984 strike scene, see NCSCBHEP Newsletter, Vol. 12, No. 4.

Legislation

For the fifth time in the past six years, no new enabling legislation was enacted. Bills supporting collective bargaining for college faculty were introduced in several states including Maryland, Wisconsin, Colorado and Washington. For a complete listing of the status of public sector collective bargaining legislation, see Table Eight of the Directory.

DEMOGRAPHIC ANALYSIS

Calculation of a statistical measure representing total unionized faculty and institutions is a difficult task at best. No consensus exists as to the number of faculty since, to a large extent, they are a fluid and mobile group. Indeed, when one attempts to include adjunct faculty, as we have, the task becomes even more difficult. Certain bargaining units represent both adjuncts and full-time faculty and data is often not available. Determining the number of institutions in the country is a somewhat easier task, however, time lags are encountered. For purposes of this project, we used data compiled by the National Center for Educational Statistics, (NCES) in Washington, DC. For numbers of unionized faculties and institutions, we used our own database. The time frames involved are as follows: a) number of U.S. colleges - NCES data for 1983-'84 academic year effective January 1985, b) total faculty - NCES data for fall 1984 estimated as of January 1985, c) number of unionized institutions and bargaining units effective December 31, 1984, and d) number of unionized faculty as reflected in unit size effective December 31, 1984. Using the mixed databases as described above, our statistics in this portion can only be used as estimates; however, until such time as the reporting processes improve and the time lags shorten, we will continue to rely on them as the best available data.

Thirteen percent of the 3,284 colleges and universities in the United States are unionized with recognized bargaining agents elected at these institutions. NCSCBHEP statistics show that there are 429 recognized bargaining agents covering 830 campuses (as an example, the CUNY contract is counted as one agent, one contract, and 20 campuses, the SUNY agreement is also tabulated as one agent, one contract and 34 campuses). Using the 830 number as a derivative of the 3,284, i.e., both numbers reflecting individual campuses and not systemwide units, NCSCBHEP statistics show that 25% of the nation's colleges and universities are unionized.

With respect to unionized faculty, NCES reports approximately 700,000 total faculty in our nation's colleges and universities as of fall 1984. NCSCBHEP's statistics show 191,616 faculty belonging to unionized bargaining units as of the same date resulting in 27.3% of faculty covered by collective bargaining agreements. When this category is further broken down into faculty teaching at public and private institutions, a noticeable distinction is evident. Of the 506,000 faculty teaching at public institutions, 182,163 are covered by collective bargaining agreements. This 36% of unionized faculty in the public sector is sharply contrasted with the 4.8% unionization rate of college faculty at private institutions. NCSCBHEP statistics show 9,453 faculty out of 194,000 faculty at private institutions as being covered by unionization. With respect to two-year versus four-year institutions, 36% of the 202,000 junior and community college faculty (72,909), are covered by union agreements. With respect to four-year faculty, 118,707 of the 498,000 faculty employed at four-year colleges (23.8%), are covered by labor agreements.

Although the Directory includes data pertaining to Canadian universities, these statistics reflect only American colleges and universities.

FIRST CONTRACTS SIGNED

The identification of "first contracts signed" is a difficult task due to the time period involved in the negotiations of an initial agreement. Time lags of considerable length are often encountered from the date of the certification of the bargaining agent to the actual conclusion of the contract negotiations process. It is interesting to note that of the four "first contracts" signed in 1984, all had elected agents in previous years.

At the University of Nebraska at Omaha, the AAUP negotiated a collective bargaining agreement for the 400-member unit. A previous salary agreement had been in place since 1981, however with the negotiation of this initial agreement, a complete contract governs the employment relationship. The AFT which represents 401 librarians at the University of California systemwide negotiated their initial agreement. The unit has been certified since 1983. At Imperial Valley College, California, the CTA/NERA negotiated an agreement for 77 faculty members while at Southern Oregon State College, the summer faculty signed their first labor contract.

SUMMARY AND CONCLUSIONS

The year 1984 may be viewed as one of stability with slight increases in academic collective bargaining. While the number of contracts in place increased by 2, the agent change from 417 in 1983 to 429 in 1984 is viewed as significant in light of the difficulty organized labor is experiencing in organizing and electing new bargaining agents. The three national faculty unions appear to have given higher education organizing a new and more viable commitment than it has enjoyed in the past several years which accounts, in part, for the increase in recognized agents.

Both the number of recognized agents and collective bargaining agreements in place, as well as total numbers of represented faculty, are at an all time high. These numbers are expected to grow as unions in Ohio and Illinois increase their organizing activities under the protections of the newly enacted legislation. In both states, faculty unions have petitioned for agent elections, a process that takes several months to wind its way through the system. If additional enabling legislation is passed in other states, then future organizing drives can be expected.

The gap between the private sector and public sector continues to widen as virtually all organizing and growth can be found among public institutions. This trend is expected to continue. The decision in Yeshiva shows no sign of being reversed and unless the faculty unions can devise a strategy for bypassing the decision, then future organizing and growth in the private sector appears bleak.

While no public merger discussions among the three national unions are evident, the number of existing joint affiliations among local bargaining units might lead to speculation that certain jurisdictional arrangements may be negotiated that would lead to less direct competition for bargaining rights.

Thus we saw in 1984 a major concentration in organizing faculty at public sector institutions, an effort that was in large part successful. The number of newly elected agents, when contrasted with the single "No-Agent" vote is indicative of faculty sentiment towards collective bargaining. For those who forecast the demise of academic collective bargaining, clearly that prediction has not come to pass; but then neither has the prediction that faculty would organize in large numbers as other groups before them have. Whatever the future, interest in the unionized professor continues to be widespread.

FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
ALASKA							
University of Alaska Community College System	AFT	273	1974	1974	2	11	1/1/83
Anchorage C.C.					2		
Juneau-Douglas C.C.					2		
Kenai Peninsula C.C.					2		
Ketchikan C.C.					2		
Kodiak C.C.					2		
Kuskokwm C.C.					2		
Matanuska-Susitna C.C.					2		
Northwest C.C.					2		
Prince William Sound C.C.					2		
Sitka C.C.					2		
Tamaka Valley C.C.					2		
ARIZONA							
Pima Community College	NEA	272	1978	1979	2	4	6/30/83
Community Campus					2		
Downtown Campus					2		
East Campus					2		
West Campus					2		
CALIFORNIA							
Barstow Community College	NEA	65	1979	1979	2	1	6/30/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Butte College[2]	CTA/NEA	125	1978	1978	2	1	6/30/81
Cabrillo College	AFT	402	1984		2	1	
California State University	CFA/ AAUP/ NEA	18,000	1982	1983	4	19	6/30/86
Cal. St. Col.-Bakersfield					4		
Cal. St. Col.-San Bernadino					4		
Cal. St. Col.-Stanislaus					4		
Cal. St. Polytech. Univ.-Pomona					4		
Cal. St. Polytech. Univ.-San Luis Obispo					4		
Cal. St. Univ.-Chico					4		
Cal. St. Univ.-Dominguez Hills					4		
Cal. St. Univ.-Fresno					4		
Cal. St. Univ.-Fullerton					4		
Cal. St. Univ.-Hayward					4		
Cal. St. Univ.-Long Beach					4		
Cal. St. Univ.-Los Angeles					4		
Cal. St. Univ.-Northridge					4		
Cal. St. Univ.-Sacramento					4		
Humboldt St. Univ.					4		
San Diego St. Univ.					4		
San Francisco St. Univ.					4		
San Jose St. Univ.					4		
Sonoma St. Univ.					4		
o Academic Support	UPC/AFT	1,500	1982	1983	4	19	9/16/85
o Physicians Unit	UAPD	150	1982	1982	4	19	6/30/86
o Health Care Support	CSEA	300	1982	1982	4	19	6/30/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Chabot College	NEA	240 ft 260 pt	1978	1979	2	1	6/30/84
Chaffee Community College	NEA	482	1980	---	2	1	
Citrus College	CTA/NEA	130	1977	1977	2	1	7/1/85
*Claremont Colleges	OPEIU[3]	Librarians		1972	4	6	None in effect
Claremont McKenna Col.					4		
Claremont Univ. Grad. School					4		
Harvey Mudd Col.					4		
Pitzer Col.					4		
Pomona Col.					4		
Scripps Col.					4		
Coast Community College District	AFT	662	1979	1980	2	3	6/30/82**
Coastline C.C.					2		
Golden West C.C.					2		
Orange Coast C.C.					2		
o Part-time	NEA	1,433	1979	1980	2	3	6/30/83**
College of the Redwoods	Ind.	120 ft 450 pt	1976	1976	2	1[4]	6/30/82
College of the Sequoias	NEA	115	1976	1977	2	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Compton Community College	AFT	80 ft 30 pt	1978	1979	2	1	6/30/82**
Contra Costa Community College District	Ind.	500 f/pt	1977	1977	2	3	6/30/86
Contra Costa Col.					2		
Diablo Valley Col.					2		
Los Medanos Col.					2		
El Camino Community College	AFT	770 f/pt	1977	1977	2	1	6/30/84
Foothill-DeAnza Community College District	Ind.	1,200 f/pt	1977	1977	2	2	6/30/83
DeAnza Col.					2		
Foothill Col.					2		
Gavilan Community College	NEA	69 ft	1976	1976	2	1	6/30/85
Glendale Community College	AFT	415	1979	1980	2	1	6/30/82
Grossmont Community College District	NEA	480 f/pt	1977	1978	2	2	6/30/81**
Cuyamaca Col.					2		
Grossmont Col.					2		
Imperial Valley College	NEA/CTA	77	1982	1984	2	1	6/30/86**

CALIFORNIA (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Kern Community College District	NEA	330	1977	1977	2	3	6/30/82
Bakersfield Col.					2		
Cerro Coso Col.					2		
Porterville Col.					2		
Long Beach City College	NEA	312 ft	1979	1979	2	2	6/30/82
Liberal Arts Campus					2		
Pacific Coast Campus					2		
Los Angeles Community College System	AFT	4,800 f/pt	1976	1978	2	10	6/30/83
East L.A. Col.					2		
L.A. City Col.					2		
L.A. Harbor Col.					2		
L.A. Metropolitan Col.					2		
L.A. Mission Col.					2		
L.A. Pierce Col.					2		
L.A. Southwest Col.					2		
L.A. Trade-Tech. Col.					2		
L.A. Valley Col.					2		
West L.A. Col.					2		
Los Rios Community College System	AFT	1,346 f/pt	1977	1977	2	3	6/30/87
Amer. River Col.					2		
Cosumnes River Col.					2		
Sacramento City Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Los Rios Community College System (Cont'd.)							
Campus Center Amer. Riv. Col.					2		
Marin Community College	AFT	600	1978	1980	2	2	6/30/81
Col. of Marin					2		
Indian Valley Col.					2		
Merced College	NEA	130	1976	1977	2	1	6/30/84
Monterey Peninsula Community College	NEA	320	1978	1980	2	1	6/30/82**
Mount San Antonio College	NEA	744 ft	1976	1978	2	1	12/31/84
Mount San Jacinto College	NEA	40 ft	1977	1977	2	1	6/30/82
Napa College	NEA	103ft 179 pt	1977	---	2	1	6/30/84
North Orange County Community College	NEA	550	1979	1981	2	2	6/30/83**
Cypress Col.					2		
Fullerton Col.					2		
Palo Verde Community College	NEA (AFT 1976)	18	1980	1976	2	1	9/15/82

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Pasadena City College	CTA/NEA	346	1979	1979	2	1	6/30/86
Peralta Community College District	AFT	500 ft 400 pt	1979	1980	2	5	6/30/84
Col. of Alameda					2		
Feather River Col.					2		
Laney Col.					2		
Merritt Col.					2		
Vista Col.					2		
Rancho Santiago Community College District	Ind.	236			2	1[5]	6/30/85
o Continuing Educ. Faculty	NEA	51			2	1	6/30/82
Rio Hondo Community College	CTA/NEA	507	1979	1980	2	1	6/30/83
Riverside Community College	NEA	600	1978	1980	2	1	9/30/82
Saddleback Community College	NEA	163	1976	1976	2	1	6/30/83
o Part-time	Ind.	500			2	1	
San Diego Community Colleges	CTA/NEA	462	1977	1977	2	3	6/30/84
San Diego City Col.					2		
San Diego Mesa Col.					2		
San Diego Miramar Col.					2		

CALIFORNIA (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
San Diego Community College Adult Ed. System	AFT	120	1977	1977	2	10	6/30/84
Campus Centers:							
Clairemont Mesa					2		
East San Diego					2		
Ed. Cultural Complex					2		
Harbor View					2		
Kearny Mesa					2		
Midway					2		
Mira Mesa					2		
Navajo					2		
North Shores					2		
San Francisco Community College	AFT	1,957 f/pt	1978	1979	2	2	6/30/84
City Col. of San Fran.					2		
C.C. Centers					2		
Campus Centers:							
Alemany					2		
Chinatown C.C. Cntr.					2		
C.C. Skills Cntr.					2		
Downtown C.C. Cntr.					2		
John Adams Comm. Cntr.					2		
John O'Connell C.C. Cntr.					2		
Mission C.C. Cntr.					2		
San Joaquin Delta College	CTA/NEA	580 f/pt	1977	1977	2	1	6/30/84

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
San Jose Community College District	NEA	270 ft 690 pt	1977	1978	2	2	6/30/82
Evergreen Valley Col.					2		
San Jose City Col.					2		
San Mateo Cty. Community College District	AFT (NEA 1977)	953	1982	1978	2	3	6/30/85
Canada Col.					2		
Col. of San Mateo					2		
Skyline Col.					2		
Santa Barbara City College	CSEA/NEA	180	1976	1976	2	1	6/1/86
Santa Clarita C.C. District[6]	CTA/NEA	56 ft	1977	1978	2	1	6/30/84
Santa Monica Community College	Ind.	200 ft 400 pt	1978	1979	2	1	6/30/83
Shasta College	NEA	156 ft 75 pt	1976	1976	2	1[7]	6/30/84
Sierra Joint Community College District	CTA/NEA	127 ft 180 pt	1977	1978	2	1	6/30/83**
Solano Community College	NEA	136 ft 250 pt	1977	1977	2	1	6/30/86

CALIFORNIA (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Southwestern College (Sweetwater C.C. Dist.)	NEA	500 f/pt	1977	1979	2	1	6/30/84
State Center Community College District	AFT	333	1977	1977	2	2[8]	6/30/84
Fresno City Col.					2		
Kings River C.C.					2		
Taft College	NEA	30	1976	1977	2	1	6/30/84
University of California					4	9	
. Librarians	UFL/AFT	401	1983	1984	4	9	6/30/86
. Registered Nurses	CNA	4,400	1983	---	4	9	
. Santa Cruz Faculty	AAUP	437	1981	1982	4	1	6/30/84
. Lecturers	AFT	1,877	1984	---	4	9	
*University of San Francisco	CFT/AFT (Ind. 1975)	241 ft	1982	1976	4	1	6/21/86
*University of San Francisco Law School	Ind.	25	1973	1974	4	1	1982/only salaries
Ventura County Community College District	AFT	385 ft 900 pt	1977	1978	2	3	6/30/86
Moorpark Col.					2		
Oxnard Col.					2		
Ventura Col.					2		
Victor Valley College	NEA	63	1976		2	1	6/30/84
West Hills College	NEA	40	1977		2	1	6/30/84

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Yosemite Community College District	NEA	515	1976	1978	2	2	6/30/83
Columbia Col.					2		
Modesto Jr. Col.					2		
Yuba College	NEA	155		1978	2	1	6/30/85
COLORADO							
Colorado Community College System	NEA	736	1979	---	2	16	
Aimes C.C.					2		
Arapahoe C.C.					2		
Colorado Mountain Col.					2		
. Comm. Ed. Unit					2		
. East Campus					2		
. West Campus					2		
Colo. Northwestern Col.					2		
C.C. of Denver					2		
. Denver-Auraria C.C.					2		
. Front Range C.C.					2		
. Red Rocks C.C.					2		
Lamar C.C.					2		
Morgan C.C.					2		
Northeastern Jr. Col.					2		
Otero C.C.					2		
Pikes Peak C.C.					2		
Pueblo C.C.					2		
Trinidad St. Jr. Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
COLORADO (Cont'd.)							
Y*Loretto Heights College	NEA	100	1972	1973	4	1	5/31/80
*Regis College	AAUP	75 ft	1973	1973	4	1	8/14/87
University of Colorado (See also no agent listing)	AFT		1979[9]	---	4	4	
Univ. of Colo.-Boulder					4		
Univ. of Colo.-Colo. Springs					4		
Univ. of Colo.-Denver					4		
Univ. of Colo.-Hlth.Sci.Cntr.					4		
CONNECTICUT							
Connecticut Community College System	Ind. (AFSCME 1976)	550	1978	1977	2	12	6/30/84
Asnuntuck C.C.					2		
Greater Hartford C.C.					2		
Housatonic Regional C.C.					2		
Manchester C.C.					2		
Mattatuck C.C.					2		
Middlesex C.C.					2		
Mohegan C.C.					2		
Northwestern Conn. C.C.					2		
Norwalk C.C.					2		
Quinebaug Valley C.C.					2		
South Central C.C.					2		
Tunxis C.C.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
CONNECTICUT (Cont'd.)							
Connecticut State Univ. System	AAUP	1,130	1976	1976	4	4	8/27/87
Central Conn. St. Col.					4		
Eastern Conn. St. Col.					4		
Southern Conn. St. Col.					4		
Western Conn. St. Col.					4		
o Administrative Faculty	AFSCME		1976		4	4	6/30/86
Connecticut State Technical Colleges	AFT	205 ft	1973	1977	2	5	8/31/85
Greater New Haven St. Tech. Col.					2		
Hartford St. Tech. Col.					2		
Norwalk St. Tech. Col.					2		
Thames Valley St. Tech. Col.					2		
Waterbury St. Tech. Col.					2		
*Mitchell College	AFT	20 ft	1975	1975	2	1	6/30/86
*Post College[10]	PCFA	32	1978	1979	4	1	6/30/85
*Quinnipiac College	AFT	160 ft	1975	1975	4	1	6/30/85
U.S. Coast Guard Academy	AFGE	51	1975	1978	4	1	6/15/79
*University of Bridgeport	AAUP	245	1973	1974	4	1	8/31/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
CONNECTICUT (Cont'd.)							
University of Connecticut	AAUP	1,600	1976	1977	4	6	6/30/86
Hartford					4		
Southeastern					4		
Stamford					4		
Storrs					4		
Torrington					4		
Waterbury					4		
o Non-teaching professionals	AFT	550	1976	1977	4	6	6/30/85
o Health Center	AFT	805	1978	1978	4	1	6/30/85
DELAWARE							
Delaware State College	AAUP	190	1977	1981	4	1	8/31/85
University of Delaware	AAUP	830 ft	1972	1973	4	1	6/30/86
DISTRICT OF COLUMBIA							
*American University Adjunct Faculty	ELIFA	37	1982	1982	4	1	12/31/84
*Antioch College School[11] of Law	AFT	16 f/pt	1976	1976	4	1	9/30/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
DISTRICT OF COLUMBIA (Cont'd.)							
University of the District of Columbia	NEA	600	1978	1980	4	3	9/30/81 (extended)
Georgia/Harvard Str. Campus					4		
Mount Vernon Sq. Campus					4		
Van Ness Campus					4		
FLORIDA							
Brevard Community College	UFF/NEA[12] (AFT[13] AFT 1976 UCCFF 1977)	225	1981	1981	2	3	6/30/85
Cocoa Campus					2		
Melbourne Campus					2		
Titusville Campus					2		
Broward Community College	UFF/NEA/AAUP (UFC/AFT/AAUP 1981)	285	1981	1981	2	3	8/3/83
Central Campus					2		
North Campus					2		
South Campus					2		
Chipola Junior College	NEA	57	1976		2	1	6/30/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
FLORIDA (Cont'd.)							
Edison Community College	AFT (FCCFF 1977)	92	1976	1979	2	1	6/30/86
Y*Florida Memorial College	UFF/NEA	40	1979		4	1	
Florida State University System	UFF/NEA (AFT[14])	6,186 ft	1976	1976	4	9	6/30/85
Florida Agric. & Mech. Univ.					4		
Florida Atlantic Univ.					4		
Florida Internat'l Univ.					4		
Florida State Univ.					4		
Univ. of Central Florida					4		
Univ. of Florida					4		
Univ. of N. Florida					4		
Univ. of S. Florida					4		
Univ. of W. Florida					4		
Hillsborough Community College	FUSA/NEA	198	1974	1974	2	3	8/20/82
Dale Mabry Campus					2		
Plant City Campus					2		
Ybor Campus					2		
Indian River Community College	AAUP	100 ft	1973	1975	2	1	7/31/85
Palm Beach Junior College[15]	AFT (AFT 1975 UCCFF 1977)	192	1979	1978	2	1	6/30/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
FLORIDA (Cont'd.)							
*Saint Leo College	UFF/NEA (AFT 1976)	43	1979	1978	4	1	6/5/83
HAWAII							
University of Hawaii	UHPA/AAUP/ NEA	2,700 ft	1972	1975	2/4	9	6/30/85
Hilo					4		
Honolulu C.C.					2		
Kapiolani C.C.					2		
Kauai C.C.					2		
Leeward C.C.					2		
Manoa					4		
Maui C.C.					2		
West Oahu Col.					4		
Windward C.C.					2		
ILLINOIS							
Belleville Area College	AAUP/AFT	135 ft	1967	1967	2	1	8/31/86
Black Hawk College	AFT	150	1984	---	2	2	
East Campus					2		
Quad Campus					2		
Carl Sandburg College	NEA	52 ft	1975	---	2	1	8/30/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
ILLINOIS (Cont'd.)							
City Colleges of Chicago (Cook County)	AFT	1,348 ft	1966	1967	2	9	7/15/84
City-wide Col.					2		
Kennedy-King Col.					2		
The Loop Col.					2		
Malcolm X Col.					2		
Olive-Harvey Col.					2		
Richard J. Daley Col.					2		
Truman Col.					2		
Wright Col.					2		
Chicago Urban Skills Inst.					2		
College of Lake County	AFT (NEA 1971)	176 ft	1973	1973	2	1	8/10/85
East St. Louis Community College[16]	IFT/AFT	45	1980	1982	2	1	6/30/82
Highland Community College	AFT	44	1968	1968	2	1	8/22/83
Illinois Board of Governors[17]	IFT/AFT/UPI	1,750	1976	1977	4	5	8/31/82
Chicago St. Univ.					4		
Eastern Illinois Univ.					4		
Governors St. Univ.					4		
Northeastern Univ.					4		
Western Illinois Univ.					4		

ILLINOIS (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Illinois Central College	Ind.	193 ft 400 pt	1977	1977	2	1	7/31/83
Illinois Valley Community College	AFT	67 ft	1966	1966	2	1	8/87
John A. Logan College	NEA	50 ft	1972	1972	2	1	8/31/84
Joliet Junior College	AFT	157	1967	1967	2	1	8/31/84
Kankakee Community College	AFT	59	1984	---	2	1	
Lake Land College	AFT	108 ft	1968	1970	2	1	9/14/81
Lewis and Clark Community College	NEA	72 ft	1979	1979	2	1	6/30/82
Y*Lewis University	Ind.	97	1975		4	1	
McHenry County College	NEA	55 ft	1971	1972	2	1	6/30/85
Moraine Valley Community College	AFT	180	1972	1972	2	1	6/30/83
o Support Staff	CCCTU/AFT	196	1984	---	2	1	
Morton College	AFT	63 ft 200 pt	1967		2	1	8/18/86
Prairie State College	AFT	99 ft	1969	1969	2	1	6/82
Sauk Valley College	NEA	64 ft	1969	1970	2	1	6/30/84
State Community College	AFT	42	1983	---	2	1	
Thornton Community College	AFT	138 ft	1971	1972	2	1	8/15/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
ILLINOIS (Cont'd.)							
Triton College	Ind.	226 ft	1973		2	1	6/30/85
Waubonsee Community College	AFT	73	1968	1970	2	1	6/8/86
William Rainey Harper College	AFT	200	1976	1976	2	1	8/15/86
IOWA							
Des Moines Area Community College	NEA	221 f/pt	1976	1976	2	3	6/30/86
Ankeny Campus					2		
Boone Campus					2		
Urban Campus					2		
Campus Center: Western Attendance Cntr.					2		
Eastern Iowa Community College District IX	NEA	135 f/pt	1975	1976	2	3	8/15/85
Clinton C.C.					2		
Muscatin C.C.					2		
Scott C.C.					2		
Hawkeye Institute of Technology	NEA	118 ft	1980	1981	2	1	6/30/84**
Iowa Central Community College	NEA	100 ft	1975	1976	2	1	6/30/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
IOWA (Cont'd.)							
Iowa Lakes Community College	NEA	87 f/pt	1975	1976	2	2	6/30/82
Main Campus					2		
South Campus					2		
Iowa Western Community College	NEA	136 ft	1975	1976	2	1	8/25/84
Kirkwood Community College	NEA	178 f/pt	1975	1976	2	1	8/29/85
Northeast Iowa Technical Institute (Area I)	NEA	72 ft 11 pt	1975	1976	2	2	8/15/86
Calmar Campus					2		
Peosta Campus					2		
Northwest Iowa Technical College (Area IV)	NEA	37 ft	1975	1976	2	1	6/30/82
Southeastern Community College	NEA	98 ft	1975	1976	2	2	6/30/82
North Campus					2		
South Campus					2		
Southwestern Community College	NEA	40 f/pt	1975	1976	2	1	7/31/82
*University of Dubuque	NEA	46 f/pt	1973	1973	4	1	8/84

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
IOWA (Cont'd.)							
*University of Dubuque Seminary	NEA	13	1973	1974	2	1	8/31/85
University of Northern Iowa[18]	NEA (AAUP/NEA 1976)	580 f/pt	1980	1977	4	1	6/30/83
Western Iowa Technical Community College[19]	NEA	77 ft	1976	1978	2	1	6/30/86
KANSAS							
Butler County Community College	NEA	80 ft	1971	1971	2	1	7/31/85
Cloud County Community College	NEA	45 ft	1970	1973	2	1	8/84
Colby Community College	Ind.	49 ft	1972	1975	2	1	5/14/82
Coffeyville Community College	Ind. (NEA 1980)	35	1982	---	2	1	6/30/84
Cowley County Community College	NEA	44	1969	1970	2	1	5/85 (Memo of Understanding)
Dodge City Community College	Ind.	57 ft	1974	---	2	1	6/30/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
KANSAS (Cont'd.)							
Fort Scott Community College	NEA	37		1974	2	1	6/30/82
Garden City Community College	NEA	65 ft	1971	1973	2	1	6/86
Hutchinson Community College	NEA	80 f/pt		1969	2	1	6/30/84
Independence Community College	NEA	30	1970	1970	2	1	6/82
Johnson County Community College	NEA	196 ft	1980	1981	2	1	6/30/86
Kansas City Community College	NEA	94 ft	1971	1971	2	1	6/30/84
Labette Community College	NEA	35	1970	1970	2	1	8/86
Pittsburgh State University	NEA	218	1974	1978	4	1	6/30/84
Pratt Community College	NEA	30	1977	1977	2	1	6/30/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
MAINE							
Maine Vocational Technical Institute	NEA	295		1971	2	6	6/30/83
Central Maine Voc. Tech. Institute					2		
Eastern Maine Voc. Tech. Institute					2		
Kennebec Valley Voc. Tech. Institute					2		
Northern Maine Voc. Tech. Institute					2		
Southern Maine Voc. Tech. Institute					2		
Washington Cnty Voc. Tech. Institute					2		
University of Maine	NEA	1,200 ft	1978	1979	4	7	6/30/85
Univ. of Maine-Augusta					4		
Univ. of Maine-Farmington					4		
Univ. of Maine-Fort Kent					4		
Univ. of Maine-Machias					4		
Univ. of Maine-Orono					4		
Univ. of Maine-Presque Isle					4		
Univ. of Southern Maine					4		
MARYLAND							
Community College of Baltimore	AFT	167 ft	1969	1970	2	2	6/30/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Community College of Baltimore (Cont'd.)							
Harbor Campus					2		
Liberty Campus					2		
Montgomery College	AAUP	355	1980	1982	2	3	8/15/85
Germantown Campus					2		
Rockville Campus					2		
Takoma Park Campus					2		
Towson State University	AAUP	500	1973		4	1	Informal agreement
MASSACHUSETTS							
*Becker Junior College	AFT	22	1974	1975	2	2	6/30/83
Leicester Col.					2		
Worcester Col.					2		
Y*Curry College[20]	AAUP	64 ft 25 pt	1979	1981	4	1	8/31/86
*Emerson College	AAUP	82 ft	1975	1976	4	1	8/31/87
*Endicott College	NEA	39 ft	1973	1974	2	1	9/1/86
*Laboure Jr. College	NEA	28 ft	1975	1979	2	1	6/30/84

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Board of Regents of Higher Ed.[21]							
Massachusets Community College System[22]	NEA/MTA/ MCCC	1,600	1976	1976	2	15	6/30/83
Berkshire C.C.					2		
Blue Hills C.C.					2		
Bristol C.C.					2		
Bunker Hill C.C.					2		
Cape Cod C.C.					2		
Greenfield C.C.					2		
Holyoke C.C.					2		
Mass. Bay C.C.					2		
Massaoit C.C.					2		
Middlesex C.C.					2		
Mt. Wachusett C.C.					2		
North Shore C.C.					2		
Northern Essex C.C.					2		
Quincy Jr. Col.					2		
Quinsigmond C.C.					2		
Roxbury C.C.					2		
Springfield Tech. C.C.					2		
Massachusetts State Colleges[23]	NEA/MTA	1,747	1977	1979	4	9	6/30/83
Bridgewater St. Col.					4		
Fitchburg St. Col.					4		
Framingham St. Col.					4		
Mass. College of Art					4		
Mass. Maritime Academy					4		
North Adams St. Col.					4		
Salem St. Col.					4		
Westfield St. Col.					4		
Worcester St. Col.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
MASSACHUSETTS (Cont'd.)							
Y*Simon's Rock of Bard College	AFT (SRFBC/AAUP) 1980	30	1984	1981	4	1	
Southeastern Massachusetts University	AFT	300	1970	1970	4	1	6/30/83
University of Lowell	MSP/MTA/NEA	425 ft	1970		4	1	6/30/83
University of Massachusetts[24]	NEA	1,643	1977	1978	4	2	6/30/83
Amherst Campus					4		
Boston Campus					4		
*Wentworth Institute of Technology	AFT	118	1973	1976	4	1	8/31/83
MICHIGAN							
Y*Adrian College	NEA	56	1975	1977	4	1	
Alpena Community College	NEA	54	1965	1965	2	1	8/18/85
*Baker Junior College of Business	NEA	20 ft	1978	1978	2	1	8/31/82
Bay de Noc Community College	NEA (Ind. 1971)	46 ft	1973	1971	2	1	8/30/82

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
Central Michigan University	NEA (NEA 1969)	570	1977	1970	4	1	6/30/87
*Detroit College of Business	NEA (Ind. 1971)	17 ft	1973	1971	4	1	6/30/82
Eastern Michigan University	AAUP	600 ft	1974	1974	4	1	8/31/85
Ferris State College	NEA	507 ft	1973	1973	4	1	6/30/87
Glen Oaks Community College	NEA	28 ft	1968	1968	2	1	8/31/83
Gogebic Community College	NEA	48	1965	1965	2	1	8/15/86
Grand Rapids Junior College	Ind.	320	1965	1965	2	1	8/21/83
Henry Ford Community College	AFT	212	1965	1966	2	2	8/31/85
Dearborn Hts. Campus					2		
Main Campus					2		
Campus Center Miller-Searle Cntr.					2		
Highland Park Community College	AFT	400	1966	1967	2	1	6/30/82

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
Jackson Community College	NEA	117 ft	1965	1966	2	1	8/31/84
Kalamazoo Valley Community College	NEA	95	1969	1969	2	1	5/31/84
Kellogg Community College	NEA (AFT 1967)	90 ft	1968	1968	2	1	8/30/86
Y*Kendall School of Design	NEA	50	1974	---	3/4	1	
Kirtland Community College	NEA (Ind. 1969)	16 ft	1973	1971	2	1	6/30/82
Lake Superior State College	NEA	102 ft	1978	1978	4	1	9/1/86
Lansing Community College	NEA	900 f/pt	1968	1969	2	1	9/12/84
o Administrative Assn.	Ind.	60 ft	1977	1978	2	1	6/30/85
Macomb County Community College	Ind.	360 ft	1966	1967	2	2	8/13/85
Center Campus					2		
South Campus					2		
Mid-Michigan Community College	NEA	30 ft	1968	1968	2	1	8/23/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
Monroe County Community College	NEA	52 ft	1973	1969	2	1	8/31/86
Montcalm Community College	NEA	25 ft	1968	1968	2	1	8/15/85
Mott Community College	NEA	220	1966	1966	2	1	8/15/85
Muskegon Community College	NEA	125 ft	1965	1967	2	1	8/31/85
North Central Michigan College	NEA	35	1980	1981	2	1	8/31/84
Northern Michigan University	AAUP	283 ft	1975	1976	4	1	6/30/87
o Skills Center	NEA	37	1980		2	1	8/24/86
Oakland Community College	NEA/MEA	304	1971	1966	2	4	8/31/86
Auburn Hills Campus					2		
Highland Lakes Campus					2		
Orchard Ridge Campus					2		
Southeast Campus					2		
Oakland University	AAUP	330 ft	1970	1971	4	1	8/14/85
Saginaw Valley State College	NEA	97 ft	1972	1972	4	1	6/30/84
St. Clair County Community College	NEA	96	1968	1970	2	1	8/9/85
Schoolcraft College	NEA	160	1972	1968	2	1	9/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
*University of Detroit	NEA	183 ft	1975	1977	4	1	1/15/84
University of Michigan Teaching Assistants	AFT	1,600	1976	1976	4	3	8/31/82
Ann Arbor					4		
Dearborn					4		
Flint					4		
Washtenaw Community College	NEA	154 ft	1966	1967	2	1	8/31/84
Wayne County Community College	AFT	198 ft 637 pt	1970	1970	2	3	8/31/87
Downriver Region					2		
Eastern Region					2		
Northwestern Region					2		
o Administrative Unit	Ind.	---	---	---	2	3	1986
Wayne State University	AAUP	1,415 f/pt	1972	1972	4	1	7/31/83
West Shore Community College	NEA (Ind. 1970)	35 f/pt	1984	1970	2	1	
Western Michigan University	AAUP	780 f/pt	1975	1976	4	1	9/6/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
MINNESOTA							
Minnesota Community College System	NEA	1,500	1972	1973	2	18	6/30/85
Anoka-Ramsey C.C.					2		
Arrowhead C.C. District					2		
Hibbing C.C.					2		
Itasca C.C.					2		
Mesabi C.C.					2		
Rainy River C.C.					2		
Vermilion C.C.					2		
Austin C.C.					2		
Clearwater C.C. District					2		
Brainerd C.C.					2		
Fergus Falls C.C.					2		
Northland C.C.					2		
Inver Hills C.C.					2		
Lakewood C.C.					2		
Minneapolis C.C.					2		
Normandale C.C.					2		
North Hennepin C.C.					2		
Rochester C.C.					2		
Willmar C.C.					2		
Worthington C.C.					2		
Minnesota State University System	NEA/IFO/MEA	2,250	1975	1976	4	7	6/30/85
Bemidji St. Univ.					4		
Mankato St. Univ.					4		
Metropolitan St. Univ.					4		
Moorhead St. Univ.					4		
Saint Cloud St. Univ.					4		
Southwest St. Univ.					4		
Winona St. Univ.					4		
University of Minnesota	NEA	320	---	1982	2/4	5[25]	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
University of Minnesota (Cont'd.)							
Duluth Campus			1980		4		
Waseca Campus			1981		2		
MISSOURI							
Y*Cottey College	AFT	30 ft	1976	1977	2	1	8/31/85
*Park College	AFT	35	1976	1977	4	1	4/30/82
St. Louis Community College	NEA	512 ft	1978	1983	2	3	6/30/85
Florissant Valley					2		
Forest Park					2		
Meramec					2		
MONTANA							
Dawson Community College	AFT	25 f/pt	1975	1975	2	1	6/30/84
Eastern Montana College	AAUP (AAUP/ AFT 1975)	144 f/pt	1978	1976	4	1	6/30/85
Miles Community College	Ind.	26	1973		2	1	6/30/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
MONTANA (Cont'd.)							
Northern Montana College	AFT (NEA 1975)	79	1979	1976	4	1	6/30/83
University of Montana	AFT	471 f/pt	1978	1979	4	1	6/30/83
Western Montana College	AFT (NEA 1975)	44 ft	1983	1975	4	1	6/30/85
NEBRASKA							
Central Community College[26]	NEA	132	1976	1976	2	3	8/14/83
Columbus-Region 1					2		
Grand Island-Region 2					2		
Hastings-Region 3					2		
Metropolitan Technical Community College	NEA	101 ft	1974	1974	2	3	6/30/85
Elkhorn Valley					2		
Main Campus					2		
South Campus					2		
Mid-Plains Technical Community College Area	NEA	85	1976	1976	2	2	1984
McCook					2		
North Platte					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEBRASKA (Cont'd.)							
Nebraska State Colleges	SCEA/NEA	400	1972		4	4	6/31/83
Chadron St. Col.					4		
Kearney St. Col.					4		
Peru St. Col.					4		
Wayne St. Col.					4		
Southeast Technical Community College	NEA	175		1975	2	4	6/30/82
Beatrice Campus					2		
Fairbury Campus					2		
Lincoln Campus					2		
Milford Campus					2		
University of Nebraska (Omaha)	AAUP	400	1979	1981[27]	4	1	6/30/85**
University of Nebraska College of Law (Lincoln) (See also "No Agent" Listing)	Ind.	25	1976	---	4	1	
Western Technical Community College Area	NEA	70	1976	---	2	2	5/30/82
Neb. Western Col.-Scottsbluff					2		
Western Neb. Tech. Col.-Sidney					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW HAMPSHIRE							
*Franklin Pierce College	AFT	58 f/pt	1974	1974	4	1	8/31/85
Keene State College[28]	NEA	125 ft	1977	1979	4	1	6/30/83
NEW JERSEY							
Atlantic Community College	NEA	109	1968	1970	2	1	6/30/87
Bergen Community College	NEA	235 ft	1968	1969	2	1	6/30/82
*Bloomfield College	AAUP	50 f/pt	1973	1975	4	1	6/30/85
Brookdale Community College	NEA	185	1971	1974	2	1	6/30/83
Burlington County College	NEA	105	1970	1971	2	1	6/30/85
Camden County College	NEA (NEA 1968; AFT 1972)	96	1980		2	1	6/30/84
Main Campus-Blackwood					2		
Campus Center Camden					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
County College of Morris	NEA (Ind. 1974)	180	1975	1975	2	1	8/31/86
Cumberland County College	NEA	47	1968	1969	2	1	6/30/85
Essex County College	NEA	168	1968	1970	2	1	8/30/87
*Fairleigh Dickinson University	AAUP	524 f/pt	1974	1975	2/4	4	8/31/86
Edward Williams Col.					2		
Florhan-Madison Campus					4		
Rutherford Campus					4		
Teaneck Campus					4		
Gloucester County College	AFT (NEA 1968)	74 ft	1972	1969	2	1	6/30/85
Mercer County Community College	NEA	127 ft	1970	1971	2	1	6/30/83
Main Campus					2		
Campus Center Kerney Center					2		
o Technical Assistants	AFT		1980	---	2	1	6/30/83
Middlesex County College	AFT	250	1968	1968	2	1	6/30/85
*Monmouth College	AAUP (NEA 1971)	132 ft	1978	1971	4	1	6/30/85

NEW JERSEY (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
New Jersey Institute of Technology	Ind.	315	1970	1971	4	1	6/30/86
New Jersey State College System	AFT (NEA 1969)	3,200	1972	1970	4	8	6/30/86
Glassboro St. Col.					4		
Jersey City St. Col.					4		
Kean Col. of New Jersey					4		
Montclair St. Col.					4		
Ramapo Col. of New Jersey					4		
Stockton St. Col.					4		
Trenton St. Col.					4		
William Paterson Col. of NJ					4		
Ocean County College	NEA	101 ft	1968	1968	2	1	8/31/87
Passaic County Community College	NEA	54 ft	1972	1972	2	1	8/20/84
*Rider College	AAUP	248 f/pt	1973	1974	4	1	8/31/85
Rutgers State University of New Jersey	AAUP	2,516 1,150(TA)	1970	1971	4	3	6/30/86
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
o Part-time	Ind.	80	1978		4	3	
Salem Community College	NEA	32	1975	1976	2	1	6/30/82

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
Somerset County College	AFT (NEA)	80	1973		2	1	6/30/84
*Union County College[29]	AAUP	180 ft	1974	1975	2	2	8/31/86
Main Campus-Cranford					2		
Scotch Plains Campus					2		
Campus Center Elizabeth Skills Center					2		
University of Medicine and Dentistry of New Jersey	AAUP	969 ft	1972	1973	4	5	6/30/86
Grad. School of Biomedical Sciences					4		
New Jersey Dental School					4		
New Jersey Medical School					4		
New Jersey School of Osteopathic Medicine					4		
Rutgers Medical School					4		
NEW YORK							
*Adelphi University[30]	AAUP	540 f/pt	1972	1973	4	1	8/31/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Adirondack Community College	NYSUT/ AFT (ACCF)[31]	90	1978	1970	2	1	8/31/86
*Bard College	AAUP	65	1972	1973	4	1	6/30/86
Broome Community College	NYEA/ NEA(AFT 1969)	208	1979	1969	2	1	8/31/86
Cayuga County Community College	NYEA/ NEA (NEA 1970; ACCF 1972)	85 ft	1978	1970	2	1	8/31/86
City University of New York	PSC/ AAUP/ AFT[32]	9,525 ft 4,996 pt	1969	1969	2/4	20	8/31/84
Baruch College					4		
Bor. of Manhattan C.C.					2		
Bronx C.C.					2		
Brooklyn College					4		
City College					4		
College of Staten Island					2/4		
. St. George's Campus					2		
. Sunnyside Campus					4		
Grad. School & Univ. Center					4		
Hostos C.C.					2		
Hunter College					4		
John Jay Col. of Criminal Justice					4		
Kingsborough C.C.					2		

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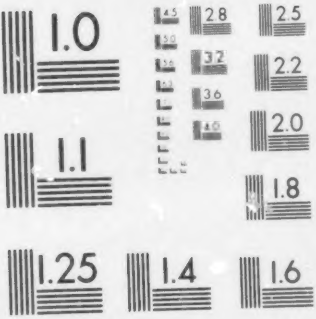
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MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS
STANDARD REFERENCE MATERIAL 1010a
(ANSI and ISO TEST CHART No. 2)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
City University of New York (Cont'd.)							
LaGuardia C.C.					2		
Lehman College					4		
Medgar Evers College					4		
Mt. Sinai School of Medicine					4		
New York City Tech. College					2		
Queens College					4		
Queensborough C.C.					2		
York College					4		
Clinton Community College	NYEA/NEA (ACCF 1972)	55 ft	1978	1973	2	1	8/31/86
Columbia Greene Community College	NYEA/ NEA (NYSUT/ AFT 1971)	44 f/pt	1979	1971	2	1	8/31/85
Community College of the Finger Lakes	NYEA/ NEA (ACCF 1974)	111 ft	1978	1975	2	1	8/31/86
Cornell University ILR[33]	NYSUT	200 pt	1981	1981	4	2	8/31/83**
Long Island Campus					4		
New York City Campus					4		
*Culinary Institute of America	Ind.	90	1979	1979	2	1	5/31/86

NEW YORK (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
*Dowling College[34]	NYSUT/ AFT (AAUP 1969)	64	1978	1979	4	1	8/31/88
Dutchess Community College	NYSUT/ AFT	209	1968	1969	2	1	8/31/87
*D'Youville College	AAUP	74 ft	1976	1977	4	1	8/31/85
Erie Community College	NYEA/ NEA (NEA 1971; ACCF 1972)	467	1978	1978	2	3	8/31/83
City Campus					2		
North Campus					2		
South Campus					2		
Fashion Institute of Technology	AFT (NYSUT/ AFT)	200 500-Adjunct 319 ft-staff 85 pt-staff[35]	1976	1967	2	1	8/31/87
*Fordham University Law School (See also "No Agent" Listing)	Ind.	26	1971	---	4	1	
Fulton-Montgomery Community College	NYEA/NEA (NEA 1969; ACCF 1972)	70 ft	1978	1969	2	1	8/31/86
Genesee Community College	NYEA/NEA (NEA 1970; ACCF 1972)	180 ft	1978	1970	2	1	8/31/84

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Herkimer County Community College	Ind.	67	1975	1977	2	1	8/31/85
*Hofstra University	AAUP	450 f/pt	1973	1974	4	1	8/31/85
Hudson Valley Community College	Ind. (NYEA/NEA NEA 1969; ACCF 1972)	225 ft	1983	1969	2	1	Contract extended 1986-wage reopener
Hudson Valley C.C.					2		
Campus Center Cptl District Educational Opportunity Center					2		
Jamestown Community College	Ind. (NEA 1970)	120	1972	1970	2	1	8/31/84
Main Campus					2		
Campus Center Cattaraugus Center					2		
Jefferson Community College	NYEA/NEA	70 ft	1975	1969	2	1	8/31/85
Y*Long Island University-Brooklyn Center	AFT/NYSUT (AFT 1970)	250	1976	1972	4	1	8/31/86
Y*o College of Pharmacy	AAUP	30	1978	1979	4	1	10/31/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Y*Long Island University-C.W. Post Center	AFT (NYSUT (1973)	350	1976	1975	4	1	8/31/85
o Adjunct Faculty	NYEA/NEA	1,000	1978	1979	4	1	10/31/83
Y*Long Island University-Southampton Center	AFT (NYSUT 1973)	72	1976	1975	4	1	8/31/84
*Marymount College	AAUP	60	1976	1977	4	1	8/31/86
Mohawk Valley Community College	NYSUT/AFT	140 ft	1972	1972	2	1	8/31/84
Monroe Community College	NYSUT/AFT	360 f/pt		1968	2	1	8/31/87
Nassau Community College	NYSUT/AFT (Ind.)	500	1976	1969	2	1	8/31/85
o Adjunct Faculty	NYSUT/AFT	700	1973	1974	2	1	8/31/80
*New York Institute of Technology	AAUP	250	1970	1971	4	2	8/31/86
New York City Campus					4		
Old Westbury-Main Campus					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
*New York University Law School (See also "No Agent" Listing)	Ind.		1973	---	4	1	
Niagara County Community College	NYEA/NEA (ACCF)	150	1978	1969	2	1	8/31/86
*Niagara University	Ind.		1975	1979	4	1	8/31/82
North Country Community College	NYEA/NEA (NEA 1969; ACCF 1972)	49 ft	1978	1970	2	1	8/31/85
Onondaga Community College	NYSUT/AFT	200	1967		2	1	8/31/83
Orange County Community College	NYEA/NEA (NEA 1969; ACCF 1972)	125	1978	1969	2	1	8/31/84
o Staff & Chairmen	Ind.	55	1969	1969	2	1	8/31/84
Y*Parson's School of Design	NYSUT/AFT	200	1983	---	4	1	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Y*Pratt Institute	AFT (AFT 1971; NYSUT)	120 ft 350 pt	1971	1972	4	3	8/31/86
Brooklyn					4		
Pratt Manhattan Center					4		
Pratt Phoenix Center					4		
Rockland Community College	NYSUT/AFT	145	1969		2	1	8/31/81
*St. John's University	AAUP/Ind.	555 ft 303 pt	1970	1970	4	2	8/31/87
Queens					4		
Staten Island					4		
Schenectady County Community College	NYEA/NEA (NEA 1970; ACCF 1972)	51 ft	1978	1971	2	1	8/31/85
State University of New York	UUP/[36] AFT (NYSUT 1971; UUP/AFT 1976)	16,200 ft	1978	1971	2/4	34	6/30/82
Agriculture & Technical Cols.					2		
Alfred					2		
Canton					2		
Cobleskill					2		
Delhi					2		
Farmingdale					2		
Morrisville					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
State University of New York (Cont'd.)							
Coll. of Agric. and Life Sci. at Cornell Univ.					4		
Coll. of Ceramics at Alfred Univ.					4		
Coll. of Environmental Sci. and Forestry at Syracuse					4		
Coll. of Human Ecology at Cornell Univ.					4		
Coll. of Technology at Utica/Rome					4		
Coll. of Veterinary Med. at Cornell Univ.					4		
Empire State College					4		
Maritime Coll. at Fort Schuyler					4		
School of Indus. & Labor Rels. at Cornell Univ.					4		
State University Colleges					4		
Brockport					4		
Buffalo					4		
Cortland					4		
Fredonia					4		
Geneseo					4		
New Paltz					4		
Old Westbury					4		
Oneonta					4		
Oswego					4		
Plattsburgh					4		
Potsdam					4		
Purchase					4		
State University of New York					4		
Albany					4		
Binghamton					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
State University of New York (Cont'd.)							
Buffalo (& Hlth. Sci. Center)					4		
Stony Brook (& Hlth. Sci. Center)					4		
Medical Centers					4		
Coll. of Optometry at New York City					4		
Downstate Med. Center at Brooklyn					4		
Upstate Med. Center at Syracuse					4		
Suffolk County Community College	NYSUT/AFT	430	1970	1970	2	3	8/31/84
Eastern Campus (Riverhead)					2		
Selden Campus					2		
Western Campus (Brentwood)					2		
o Guild of Administrative Offices	AFSCME	80	1970	1970	2	3	8/31/84
Sullivan County Community College	NEA (ACCF 1974)	112	1978	1976	2	1	8/31/83
o Professional Staff	NEA					1	8/31/83
*Taylor Business Institute	AFT	65	1969	1970	2	1	6/85
Tompkins-Cortland Community College	NYEA	78	1982	1983	2	1	1986

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
*Trocaire College	Ind.	55 ft 10 pt	1974	1981	2	1	1983
Ulster County Community College	NYEA/NEA (NEA 1970; ACCF 1972)	90	1978	1970	2	1	8/31/86
U.S. Merchant Marine Academy	AFGE	75	1978	1968	4	1	1974
*Utica College of Syracuse University	AAUP	105 ft	1976	1977	4	1	8/31/84
Westchester Community College	NYSUT/AFT	210	1969	1969	2	1	8/31/85
OHIO							
Cuyahoga Community College District	AAUP	386 ft	1977	1979	2	3	9/1/86
Eastern Campus					2		
Metropolitan Campus					2		
Western Campus					2		
*Dyke College	AFT	23 ft	1975	1976	4	1	8/31/85
Kent State University	AAUP[37] (AAUP/NEA 1975)	660 ft	1979	1978	2/4	7	9/16/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Kent State University (Cont'd.)							
Ashtabula Regional Campus					2		
East Liverpool Regional Campus					2		
Main Campus					4		
Salem Regional Campus					2		
Stark County Regional Campus					2		
Trumbull Regional Campus					2		
Tuscarawas Regional Campus					2		
Lake County Community College	NEA	114 ft	1978	1978	2	1	8/31/85
Northwest Technical College	NEA		1975		2	1	1/1/82
*Rio Grande College	Ind.	76	1976		4	1	Salaries Only-6/85 Tenure - 9/87
Shawnee State Community College	NEA	59 ft	1975	1976	2	1	6/30/83
University of Cincinnati	AAUP	1,575	1975	1976	2/4	4	8/31/86
Main Campus-University Col.					4		
Campus Centers							
Clermont General & Tech. College					2		
College of Applied Science					2		
Raymond Walters College					2		
Y*Wilberforce University	AAUP	49 ft	1979	1979	4	1	8/31/86
Youngstown State University	NEA	410 ft	1972	1973	2/4	1	6/14/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
OREGON							
Blue Mountain Community College	NEA	70 ft	1975	1976	2	1	6/30/86
Central Oregon Community College	Ind./NEA (Ind. 1975)	68 ft 5 pt	1979	1977	2	1	6/30/83
Chemeketa Community College	NEA	222 f/pt	1974	1974	2	1	6/30/85
Clackamas Community College	NEA/OEA	156 ft	1975	1973	2	1	6/30/85
Clatsop Community College	NEA	46 ft	1975	1975	2	1	6/30/85
Lane Community College	NEA	289 ft	1974	1974	2	1	6/30/86
Mount Hood Community College	Ind.	161 ft	1975	1976	2	1	8/31/85
o Part-time	OEA	400	1982	---	2	1	
Portland Community College	AFT	370	1974	1975	2	3	6/30/85
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
Campus Centers							
Ross Island Center					2		
Southeast Center					2		
Stadium Center					2		
Portland State University	AAUP	660	1978	1979	4	1	6/30/85
o Part-time	AFT	200	1978	1979	4	1	6/30/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
OREGON (Cont'd.)							
Rogue Community College	NEA	57 ft	1975	1975	2	1	6/30/84
Southern Oregon State College	Ind.	203 ft	1973	1975	4	1	6/30/85
o Summer Session	Ind.	100	1984	1984	4	1	8/31/86**
Southwestern Oregon Community College	AFT	65 f/pt	1974	1974	2	1	6/30/84
University of Oregon Graduate Teaching Fellows (See also "No Agent" Listing)	AFT	750	1977	1978	2	1	6/30/83
Western Oregon State College[39]	AFT	200 f/pt	1977	1979	4	1	6/30/83
*Western States Chiropractic College	Ind./AFT	20 ft 6 pt	1978	1979	4	1	6/30/84
PENNSYLVANIA							
Antioch College[40]	NEA	24	1980	---	4	1	---
Bucks County Community College	AFT	192	1971	1972	2	1	8/15/84
Community College of Allegheny County	AFT	370 ft	1971	1972	2	4	8/25/86
Allegheny Campus					2		
Boyce Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Community College of Allegheny County (Cont'd.)							
North Campus (Pittsburgh)					2		
South Campus (West Mifflin)					2		
Community College of Beaver County	NEA (AFT 1970)	60 ft	1973	1972	2	1	1/15/82
Community College of Philadelphia[41]	AFT	366 ft	1970	1970	2	1	8/31/85
o Adjunct	AFT	600 pt	1978	1983	2	1	8/31/85
Delaware County Community College	NEA	100 ft	1974	1975	2	1	8/20/82
*Lackawanna Junior College	NEA	28 ft	1979		2	1	12/31/83
Lehigh County Community College	NEA	70 ft	1970	1972	2	1	8/31/85
Lincoln University	AAUP	80 ft	1972	1973	4	1	6/30/86
Luzerne County Community College	NEA	80 ft	1971	1971	2	1	8/31/85
Montgomery County Community College	PAFT/AFT (AAUP 1979)	155 ft	1982	1980	2	1	8/31/85
*Moore College of Art	AFT	40 ft 40 pt	1971	1971	4	1	8/31/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont'd.)							
Northampton County Area Community College	AFT	102	1976	1977	2	1	6/30/86
Pennsylvania State College and University System	APSCUF/ AAUP/AFT (NEA 1971; Ind. 1977)	5,000 f/pt	1979	1971	4	14	6/30/84
Bloomsburg St. Col.					4		
California St. Col.					4		
Cheyney St. Col.					4		
Clarion St. Col.					4		
East Stroudsburg St. Col.					4		
Edinboro St. Col.					4		
Indiana Univ. of Penn.					4		
Kutztown St. Col.					4		
Lock Haven St. Col.					4		
Mansfield St. Col.					4		
Millersville St. Col.					4		
Shippensburg St. Col.					4		
Slippery Rock St. Col.					4		
West Chester St. Col.					4		
Reading Area Community College	AFT	35	1974	1975	2	1	6/30/85
*Robert Morris College	AFT	75 ft	1974	1975	4	1	4/12/83
*Spring Garden College	AFT	50 ft	1979	1979	4	1	8/31/84
Temple University	AAUP	1,325 ft	1972	1973	4	3	6/30/86

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Temple University (Cont'd.)							
Ambler Campus					4		
Philadelphia Campus					4		
Tyler Sch. of Art Campus					4		
Temple University Law School	Ind.	39 ft	1973	1973	4	1	1982 Salaries Only
University of Pittsburgh Medical School (See also "No Agent" Listing)	Ind.	587 ft 62 pt	1976	---	4	1	
*University of Scranton	Ind.	160 ft 20 pt	1974	1974	4	1	8/19/83
Westmoreland County Community College	NEA	65 ft	1972	1972	2	1	8/31/85
Williamsport Area Community College	NEA	175 ft	1971	1972	2	2	8/87
North Campus					2		
Natural Resources					2		

RHODE ISLAND

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
*Bryant College of Business Administration	AFT	98 ft 155 pt	1967	1967	4	1	7/31/86
Community College of Rhode Island	NEA	300 f/pt	1972	1972	2	2	6/30/83

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Community College of Rhode Island (Cont'd.)							
Lincoln Campus					2		
Warwick Campus					2		
Rhode Island College	AFT	360 ft	1972	1972	4	1	1985
*Rhode Island School of Design	NEA	90 ft	1978	1979	4	1	6/30/84
o Adjunct	NEA	40 pt	1980		4	1	
*Roger Williams College	NEA	93 ft 26 pt	1972	1973	4	3	6/30/83
Bristol Campus					4		
Main Campus					4		
Providence Branch					4		
University of Rhode Island	AAUP	699	1971	1972	4	1	6/30/85

SOUTH DAKOTA

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
*National College of Business	NEA	40 ft	1976	1977	4	1	8/31/84
South Dakota Board of Regents System	NEA	1,250 ft	1977	1979	4	8	6/30/84
Black Hills St. Col.					4		
Dakota St. Col.					4		
Main Campus-Vermillion					4		
Northern St. Col.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
South Dakota Board of Regents System (Cont'd.)							
S.D. School for the Deaf					4		
S.D. Sch. for the Visually Handicapped					4		
S.D. Sch. of Mines and Technol.					4		
S.D. State University					4		
VERMONT							
Vermont State Colleges	AFT	232	1973	1975	2/4	5	8/31/86
Castleton St. Col.					4		
C.C. of Vermont					2		
Johnson St. Col.					4		
Lyndon St. Col.					4		
Vermont Tech. Col.					2		
VIRGINIA							
*Marymount College of Virginia	NEA	51 f/pt	1975	1975	4	1	8/31/85

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
WASHINGTON							
Bellevue Community College	NEA	250 ft	1972		2	1	8/30/82
Big Bend Community College	AFT (Ind./NEA 1965)	50	1975	1972	2	1	6/80
Clark College	NEA (Ind.)	65	1974	1964	2	1	9/1/82
Columbia Basin Community College	NEA	95 f/pt	1972	1973	2	1	6/30/85
Community College District XII[43]	NEA	68	1968	1974	2	2	6/30/85
Centralia Col.					2		
Olympia Tech. C.C.					2		
Campus Center							
Garrett Heyns Ed. Cntr.					2		
Edmonds Community College[44]	AFT (Ind. 1969)	250 f/pt	1975	1976	2	1[45]	6/30/85
Everett Community College[46]	AFT (Ind. 1969)	116 ft 140 pt	1975	1976	2	1	6/30/85
Fort Steilacoom Community College	SEIU (NEA 1969)	96 ft 300 pt	1981	1969	2	1	9/1/82

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
WASHINGTON (Cont'd.)							
Grays Harbor College	NEA	50	1968	---	2	1	Informal Agreement
Green River Community College	AFT	108 ft (90 pt)	1972	1973	2	1	8/20/83
Highline Community College	NEA	130 ft 150 pt	1965	1969	2	1	8/85
Lower Columbia College	NEA	72	1967	1972	2	1	8/31/87
Olympic College	NEA	375 f/pt	1964		2	1	6/30/83
Peninsula College	NEA	43 ft 65 pt	1967	1980	2	1	6/1/83
Seattle Community College District VI	AFT	380	1968	1968	2	3	9/1/85
Central Campus					2		
North Campus					2		
South Campus					2		
Shoreline Community College	AFT (NEA 1970)	302 f/pt	1974	1975	2	1	6/30/86
Skagit Valley College	NEA	75 ft 138 pt	1965	1969	2	1	6/30/86
Spokane Falls Community College District XVII	NEA	322 f/pt	1970	1977	2	2	8/31/81

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Spokane Falls Community College District XVII (Cont'd.)							
Spokane C.C.					2		
Spokane Falls C.C.					2		
Tacoma Community College	AFT	73 ft 244 pt	1972	1973	2	1	6/19/85
University of Washington Nursing Staff	Ind.	166			4	1	9/8/80
Walla Walla Community College	NEA	90	1968	1970	2	1	6/30/82
Wenatchee Valley College	NEA	65 ft 100 pt	1965	1975	2	1	6/30/85
Whatcom Community College	AFT	125 f/pt	1975	1976	2	1	8/31/85
Yakima Valley College	AFT (NEA 1971; AFT 1973)	375 f/pt	1978	1973	2	1	6/7/85

WISCONSIN

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Area Vocational Technical & Adult Education District I[47]	AFT	165	1967	1969	2	3	6/30/82

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Area Vocational Technical & Adult Education District I (Cont'd.)							
Chippewa Falls Adult & Voc. School					2		
District I Tech. Inst.					2		
Menomonie Adult & Voc. School					2		
Blackhawk Vocational Technical Institute	AFT	85	1972	1974	2	1	6/30/82
Fox Valley Technical Institute	NEA	200	1968	1969	2	2	6/30/80
Fox Valley Tech. Inst.-Appleton					2		
Fox Valley Tech. Inst.-Oshkosh					2		
Gateway Technical Institute	WEA (AFT 1972)	174	1982	1973	2	4	6/30/85
Gateway Aviation Cntr.-Kenosha					2		
Gateway Tech.-Elkhorn					2		
Gateway Tech.-Kenosha					2		
Gateway Tech.-Racine					2		
Lakeshore Technical Institute	NEA	105 ft	1968	1968	2	1	6/30/83
Madison Area Vocational & Technical	AFT	375	1969	1969	2	5	6/30/82

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiratio
Madison Area Vocational & Technical (Cont'd.)							
Mad. Area Tech. Col.-Ft.Atkinson					2		
Mad. Area Tech. Col.-Madison					2		
Mad. Area Tech. Col.-Portage					2		
Mad. Area Tech. Col.-Reedsburg					2		
Mad. Area Tech. Col.-Watertown					2		
Mid-State Technical Institute	NEA	82	1970	1970	2	3	8/15/85
Marshfield					2		
Stevens Point					2		
Wisconsin Rapids					2		
Milwaukee Area Technical College	AFT	650	1963	1967	2	4	6/30/85
Milwaukee Campus					2		
North Campus					2		
South Campus					2		
West Campus					2		
Moraine Park Technical Institute	AFT	140 ft	1969	1969	2	3	6/30/83
Beaver Dam Campus					2		
Fond du Lac Campus					2		
West Bend Campus					2		
North Central Technical Institute	NEA	138	1969	1969	2	2	6/30/82
Main Campus-Wausau					2		
Satellite-Antigo					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
WISCONSIN (Cont'd.)							
Northeast Wisconsin Technical Institute	AFT	178	1967	1967	2	3	6/30/83
Green Bay Campus					2		
Marinette Campus					2		
Sturgeon Bay Campus					2		
*Northland College	Ind.	38 ft	1975	1979	4	1	12/31/85
Southwest Wisconsin Technical Institute	AFT	101 f/pt	1972	1978	2	1	6/30/85
University of Wisconsin-Madison Teaching Assistants[48]	TAA/AFT	1,600	1969	1970	4	1	8/28/79
Waukesha County Technical Institute	NEA	153 ft 514 pt	1967	1972	2	2	7/31/85
Menomonie Falls Campus					2		
Waukesha Campus					2		
Western Wisconsin Technical Institute	AFT (Ind. 1966)	190	1976	1977	2	1	6/30/83
Wisconsin Indianhead VTAE District	AFT	144	1972	1972	2	4	6/30/83
Ashland Campus					2		
New Richmond Campus					2		
Rice Lake Campus					2		
Superior Campus					2		
GUAM							
University of Guam	GFT/AFT				4	1	1980

FOOTNOTES

[+] As long as a certificate of recognition is in effect, the institution is designated as having a bargaining agent, even if no collective bargaining has ever taken place. No distinction is made between agent elections and/or voluntary recognition.

[++] Three dashes (---) in this column indicate that no contract has been signed, according to available information.

[#] For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus, along with institutional self-reporting, was used. NCES defines branch campuses as those possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance.

[*] Private institution.

[**] First contract between parties.

[Y] College and universities that have exercised a Yeshiva-like claim.

1. Sources for this publication: communication with institutions, faculty organizations, The Chronicle of Higher Education, Higher Education Daily, and Government Employee Relations Report. Data on bargaining unit size, date of first contract and number of campuses have been obtained from the institutions and agents.
ft indicates full-time, pt part-time.

2. The recognized bargaining agent, CTA/NEA defeated a decertification attempt by an Independent association. See Summary of Elections, 1983.

3. Independent agent. Certification covers professional and non-professional librarians. No collective bargaining activity reported; union in inactive status.

4. Includes two educational centers.

5. Includes five off-campus locations.

6. Santa Clarita Community College District encompasses the College of the Canyons, listed in previous Directories.

7. Includes eight outreach centers.

8. Includes three satellite centers.

9. See "No-Agent" listing.

10. PCFA now independent; formerly affiliated with AAUP.

11. Affiliated with Antioch University of Yellow Springs, Ohio.

12. In 1982, AFT dechartered UFF; UFF then affiliated with NEA.

13. Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organization into the United Faculty of Florida, Local 1847 of AFT (1979).

14. Rejected decertification/opt out election (Sept. 1981).

15. Rejected decertification attempt (1978).

16. The recognized bargaining agent, IFT/AFT defeated a decertification attempt by the AAUP. See Summary of Elections, 1983.

17. Chicago State, Governors State, Eastern Illinois, Western Illinois, Northeastern Illinois bargain collectively as one unit.

18. The recognized bargaining agent, AAUP/NEA, defeated a decertification attempt by the AFT in 1979.

19. Rejected decertification attempt (1978).

20. Union voluntarily withdrew its agent status and technically is classified as an agent decertification. However, parties chose to voluntarily continue their collective bargaining relationship.

21. Comprises Massachusetts Community College System and Massachusetts State Colleges; they bargain as two separate units.

22. The recognized bargaining agent, MTA/NEA, defeated a decertification attempt by the AFT. See Summary of Elections, 1983.

23. Voted December 1977 to create single bargaining agent for nine state colleges.

24. University of Massachusetts-Amherst campus rejected decertification attempt (1980).

25. The University of Minnesota has 5 campuses: Twin Cities, Morris, Duluth, Crookston, Waseca. Twin Cities, Morris, and Duluth are 4-year institutions; Crookston and Waseca are 2-year institutions. Duluth and Waseca are the only unionized campuses and they bargain together as a unit.

26. Formerly known as Central Technical Community College Area.

27. A previous agreement for salaries only was signed in 1982.

28. Rejected decertification attempt (Jan. 1979).

29. Union College and Union County Technical Institute merged into Union County College. The AAUP, which had held agent status at Union College, defeated the NEA, the bargaining agent at Union County Technical Institute, for agent status at the newly organized institution. (Vote: AAUP-109, NEA-67).

30. Includes five extension centers.

31. Associated Community College Faculties no longer independent union as of 8/31/78; individual locals voted to affiliate with either NYSUT/AFT or NYEA/NEA.

32. AAUP affiliated with PSC/AFT February 1981.

33. Adjunct faculty at the New York State School of Industrial and Labor Relations, New York City Metropolitan Office, along with the Long Island Campus, bargain collectively as one unit.

34. Economic portions of contract negotiated through 8/31/88. Parties have agreed to reopen non-economic provisions 8/31/86.

35. The initial faculty agent was elected in 1967. In 1971, separate staff and adjunct bargaining agents were also elected. The three units were subsequently combined into one in 1972.

36. UUP - United University Profesions defeated challenge to agent status by NYEA in December 1978. Unit includes the faculty and non-teaching professionals.

37. Faculty at Kent State University voted to sever ties with NEA, while retaining affiliation with AAUP (1979).

38. Formerly Lakeland Community College.

39. Formerly Oregon College of Education.

40. Affiliated with Antioch University, Silver Springs, Ohio.

41. Includes thirty-seven sites.

42. Previously Rhode Island Junior College.

43. District XII is comprised of Centralia College and Olympia Technical CC, institutions which had previously bargained separately.

44. Washington State CC District V, which previously had been comprised of Edmonds CC and Everett CC, was restructured. Both institutions now bargain separately.

45. Edmonds CC provides educational services for the Washington State Department of Corrections. The bargaining unit does not differentiate among teaching assignments.

46. See 44.

47. Also known as District I Technical Institute.

48. University terminated voluntary structure agreement. Union challenged administration's action in state court. Court affirmed University's position.

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES*

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ALBERTA***					
University of Alberta	CAUT[1]	1,897	1982	---	Annual
University of Athabasca	CAUT	90	1982	---	Annual
University of Calgary	CAUT	1,175	1982	---	6/30/85
University of Lethbridge	CAUT	218	1982	---	Annual
MANITOBA					
Brandon University	CAUT	184	1978	1978	3/31/85
University of Manitoba	CAUT	1,161	1974	1975	3/31/85
Saint Boniface	ACPU/MGEA	38	1983	1977	3/31/85
University of Winnipeg	CAUT	215	1981	1982	3/31/84
NEW BRUNSWICK					
Universite de Moncton	ACPU	255	1976	1977	6/30/84

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
NEW BRUNSWICK (Cont'd.)					
Mount Allison University	CAUT	122	1982	1984	
University of New Brunswick	CAUT	600	1979	1980	6/30/85
St. Thomas University	CAUT	58	1976	1977	6/30/84
Saint-Louis Maillet	ACPU	38	1972	1972	8/31/84
NOVA SCOTIA					
Acadia University	CAUT	210	1976	1977	6/30/84
University College of Cape Breton	CAUT	54	1975	1976	6/30/83
Dalhousie University	CAUT	730	1978	1978	6/30/84
Technical University of N.S.	CAUT	105	1980	1980	6/30/83
Saint Mary's University	CAUT	162	1974	1974	8/31/83
o Professional Librarians	CAUT	5	1974	1974	8/31/83
Universite Sainte-Anne	CAUT	24	1982	---	
ONTARIO					
Algoma University College	CAUT	24	1976	1980	6/30/83

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ONTARIO (Cont'd.)					
Carleton University	CAUT	641	1975	1975	4/30/85
Lakehead University	CAUT	269	1979	1981	6/30/84
o Professional Librarians	CAUT	11	1979	1981	6/30/84
Laurentian University	CAUT	256	1979	1980	6/30/83
University of Ottawa	CAUT	900	1977	1976	4/30/84
Ontario Institute for Studies in Education	CAUT	132	1977	1977	6/30/83
Ontario System of Colleges of Applied Arts and Technology	OPSEU	7,662	1971	1971	8/31/85
Campuses					
Algonquin		770			
Cambrian		270			
Canadore		150			
Centennial		390			
Conestoga		345			
Confederation		220			
Durham		165			
Fanshawe		510			
George Brown		700			
Georgion		132			
Humber		575			
Lambton		132			
Loyalist		185			
Mohawk		524			
Niagara		280			
Northern		175			
Sault		165			

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
Ontario System of Colleges of Applied Arts and Technology					
Campuses (Cont'd.)					
Seneca		550			
Sheridan		465			
Sir Sandford Fleming		254			
St. Clair		340			
St. Lawrence		365			
Ryerson Polytechnical Institute	None	560	1964	1980	6/30/85
Trent University	CAUT	183	1980	1981	6/30/83
University of Windsor	CAUT	525	1977	1976	6/30/87
York University	CAUT	971	1977	1976	4/30/83
QUEBEC					
Bishop's University	FAPUQ[2]/CAUT	73	1976	1976	12/31/86
Concordia University	FAPUQ/CAUT	750	1981	---	12/31/84
Ecole Polytechnique	FAPUQ/ACPU	185	1979	1979	5/30/85
Institut Armand Frappier	FAPUQ/ACPU	32	1979	1980	11/30/82
Universite Laval	FAPUQ/ACPU	1,100	1975	1977	5/30/86
Universite de Montreal	FAPUQ/ACPU	1,000	1975	1975	5/31/87
Universite de Sherbrooke	FAPUQ/ACPU	337	1974	1976	11/30/82
o Engineers	FAPUQ/ACPU	60	1970	1983	11/30/82

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
QUEBEC (Cont'd.)					
Universite du Quebec a Trois-Rivieres	FAPUQ/ACPU	300	1971	1971	2/28/86
Institut National de la Recherche Scientifique	CEQ[3]	77	1973		2/28/86
Universite de Quebec a Chicoutimi	CEQ	192	1979		2/28/86
Universite du Quebec a Montreal	CSN[4]	780	1971	1971	2/28/86
Universite du Quebec a Rimouski	CSN	150	1973		2/28/86
Universite du Quebec dans l'Ouest	CEQ	56	1982		2/28/86
Universite du Quebec a Hull	None	85	1980		11/30/86
SASKATCHEWAN					
University of Regina	CAUT	576	1977	1977	6/30/85
St. Thomas More College	CAUT	35	1977		7/1/84
University of Saskatchewan	None	980	1977	1977	6/30/84
TOTAL FACULTY MEMBERS					
Under provisions of provincial labor legislation at Canadian Universities.		26,255 (excluding CSN and CEQ affiliates)			

SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES****

Institution	Affiliation	Bargaining Unit Size	Provisions
BRITISH COLUMBIA			
British Columbia	CAUT	2,131	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment."
Simon Fraser	CAUT	460	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
ONTARIO			
Toronto	CAUT	2,503	Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in mediation.
Guelph	CAUT	600	Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.
PRINCE EDWARD ISLAND			
Prince Edward Island	CAUT	110	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement.

FOOTNOTES

*Information provided by Canadian Association of University Teachers, Ottawa. Most local associations have independent bargaining agent status. CAUT does not hold certificates.

Collective bargaining under provisions of provincial labor legislation.

**Contract expiration dates have been extended in several provinces by wage control legislation.

***Statutory recognition in 1982.

****Faculty association and Board of Governors engage in bargaining outside the scope of labor legislation.

1. Canadian Association of University Teachers/Association Canadienne des professeurs.

2. Federation des associations de professeurs des universites du Quebec.

3. Centrale de l'enseignement du Quebec.

4. Confederation des syndicats nationaux.

SUMMARY OF ELECTIONS, UNITED STATES
JANUARY 1 - DECEMBER 31, 1984

SUMMARY OF ELECTIONS - 1984

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year
Black Hawk College	IL	159	127 - AFT 29 - No Agent	AFT	2
Cabrillo Community College	CA	402	145 - CCFT/AFT 115 - No Agent 73 - NEA	CCFT/AFT	2
			ꞩ181 - AFT ꞩ132 - No Agent		
Kankakee Community College	IL	59	30 - AFT 2 - NEA 23 - No Agent	AFT	2
Moraine Valley Community College ∘Support Staff	IL	196	81 - CCCTU/AFT 32 - AFSCME 21 - No Agent 23 - Challenged ballots	CCCTU/AFT	2
Y*Parson's School of Design	NY	200	99 - AFT 92 - No Agent 4 - Challenged ballots	AFT	4
Portland Community College ∘Part-time Faculty	OR	800	199 - NEA 198 - AFT 184 - No Agent	Still Pending	2
			ꞩ217 - NEA ꞩ202 - AFT ꞩ 39 - Challenged ballots		
University of California Lecturers	CA	1,877	707 - AFT 447 - No Agent	AFT	4

ꞩRun-off elections

SUMMARY OF ELECTIONS - 1984 - Continued

B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	Former Agent	New Agent	2/4 Year
Y*Simon's Rock of Bard College	MA	30	18 - AFT 3 - AAUP 4 - No Agent	AAUP	AFT	4
West Shore Community College	MI	35	19 - NEA 6 - No Agent	IND.	NEA	2

C. "NO-AGENT" VOTES

Institution	State	Unit Size	Vote	Agent Defeated	2/4 Year
Miami-Dade Junior College	FL	761	293 - AFT 408 - No Agent	AFT	2

D. AGENTS DECERTIFIED

Institution	State	Unit Size	Vote	Agent Decertified	2/4 Year
Y*Boston University	MA	860	N/A	AAUP	4
Y*Polytechnic Institute of New York	NY	220	N/A	AAUP	4

SUMMARY OF ELECTIONS - 1984 - Continued

E. CHALLENGE TO AGENT STATUS

Institution	State	Unit Size	Bargaining Agent	Challenging Agent	Vote	2/4 Year
Florida State University System	FL	6,186	UFF/NEA	FAC/AAUP/AFT	2,423 - UFF/NEA 1,270 - FAC/AAUP/AFT 1,057 - No Agent	4
Orange Coast College	CA	662	AFT	CSEA/NEA	262 - AFT 168 - NEA 27 - No Agent	2
San Mateo Community College District	CA	953	AFT	NEA	364 - AFT 271 - NEA 11 - No Agent	2

F. FIRST CONTRACTS SIGNED IN 1984

Institution	State	Unit Size	Agent	2/4 Year
Imperial Valley Community College	CA	77	CTA/NEA	2
Southern Oregon State College ∘Summer Staff	OR	Approx. 100	IND.	4
University of California ∘Librarians	CA	401	AFT	4
University of Nebraska - Omaha	NE	400	AAUP	4

STATISTICAL ANALYSIS

Note: In these tables, the figures refer to total number of recognized bargaining agents and number of contracts with bargaining agents in the United States, according to available information. Multi-campus units have been counted as a single institution with a single bargaining agent unless the individual campuses have separate contracts and bargaining agents in which case they are treated as separate institutions. If there is more than one bargaining unit and more than one recognized bargaining agent in any particular institution (e.g., adjunct faculty, non-teaching professionals), the total number of bargaining agents elected in that institution is the figure used.

Not included in the agent count are bargaining units consisting of non-teaching physicians and nurses. Also excluded from the collective bargaining agreements total are contracts identified by the parties as "informal agreements." Teaching faculty at law schools and medical schools, as well as adjuncts, and teaching assistants are included in all tabulations.

Individual campuses, as distinct from institutions, are not included in either the agent or collective bargaining agreements count and are listed only for identification purposes. The National Center for Education Statistics' definition of a campus was used.

TABLE ONE
GROWTH OF UNIONIZATION IN HIGHER EDUCATION
PUBLIC AND PRIVATE, 1974-1984

A. BARGAINING AGENTS

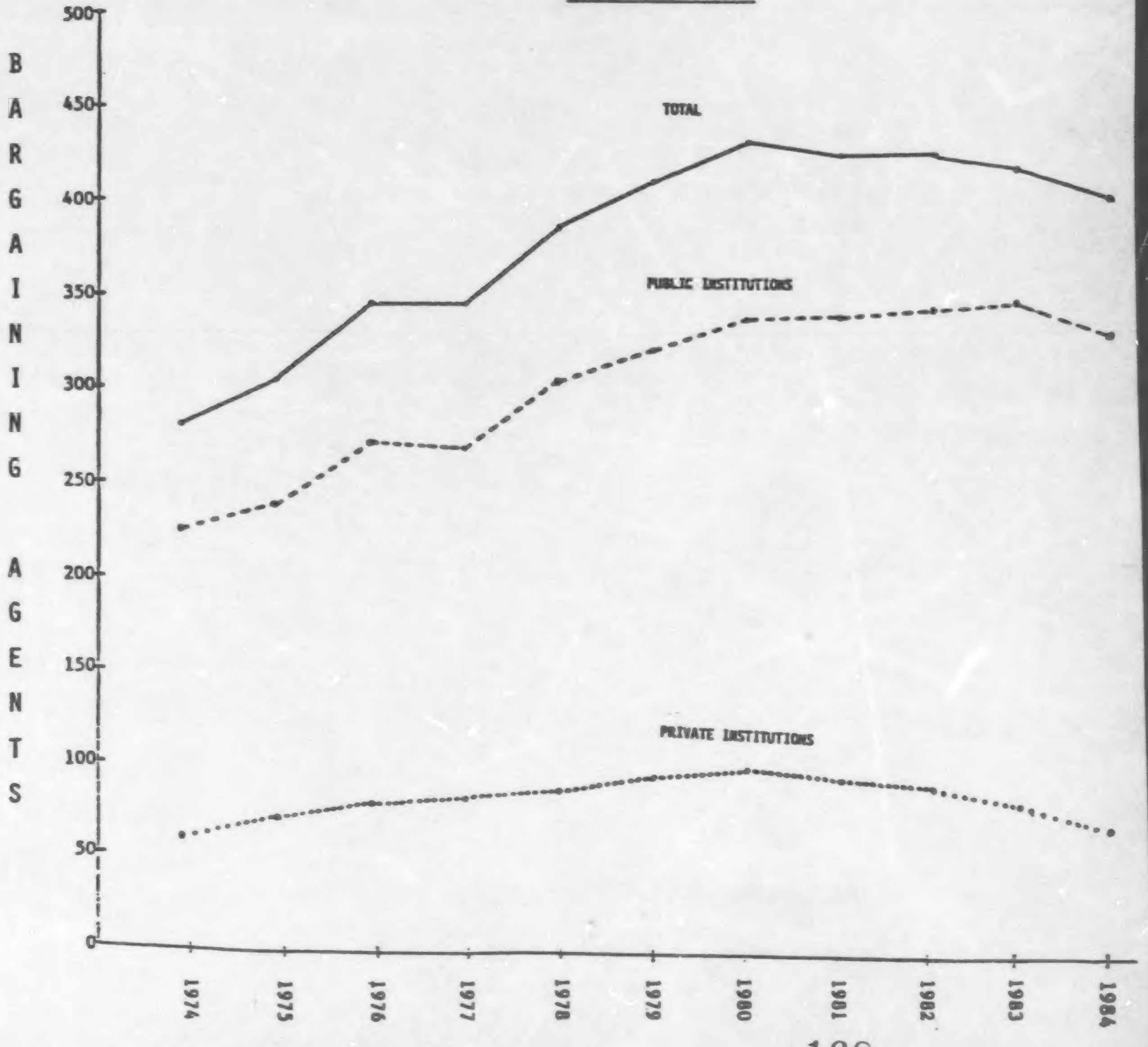

TABLE ONE
GROWTH OF UNIONIZATION IN HIGHER EDUCATION
PUBLIC AND PRIVATE, 1974-1984

B. COLLECTIVE BARGAINING AGREEMENTS

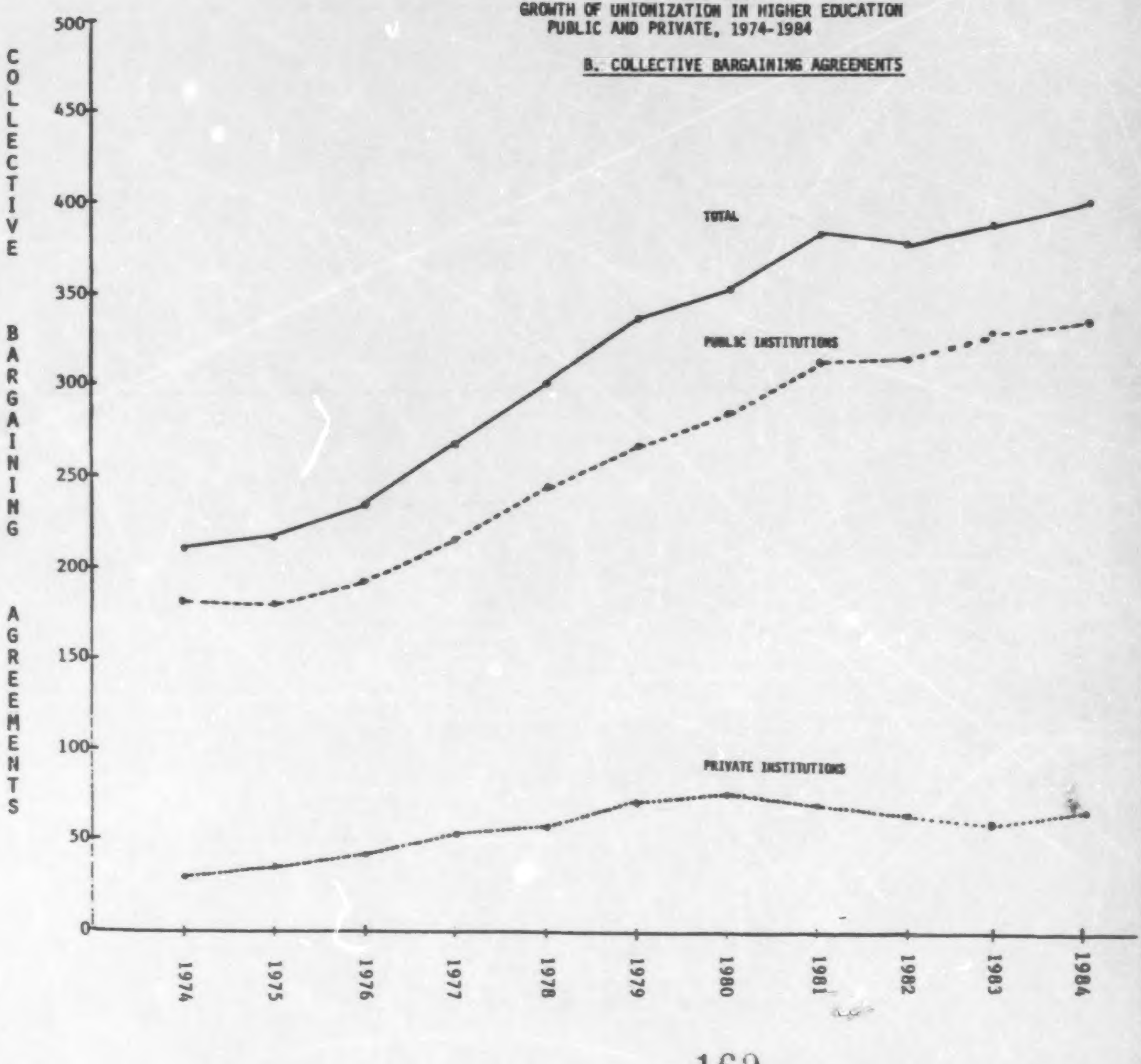

TABLE TWO
GROWTH OF UNIONIZATION IN HIGHER EDUCATION IN TWO AND FOUR-YEAR INSTITUTIONS
1974-1984

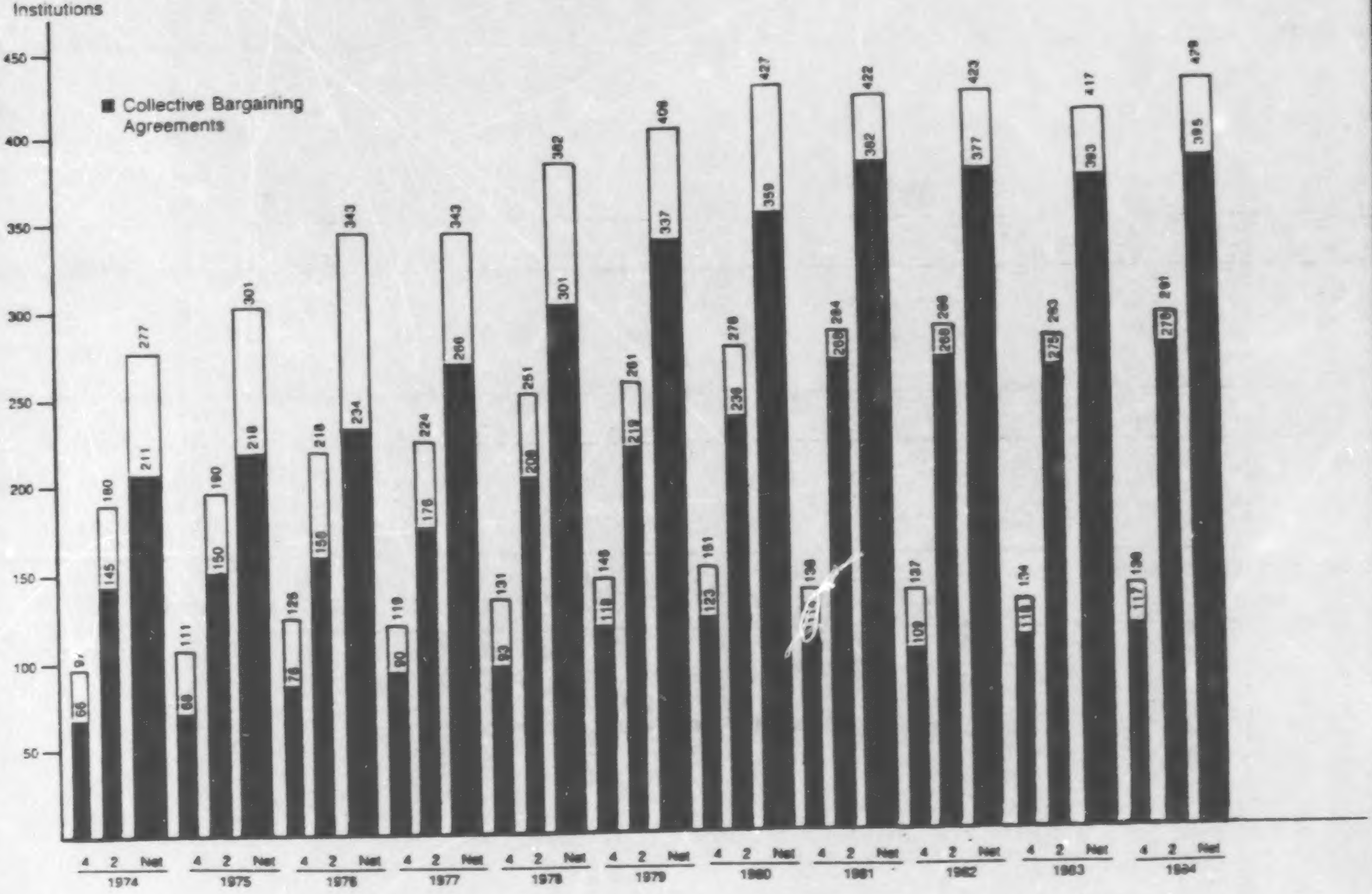

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TABLE THREE

RECOGNIZED BARGAINING AGENTS
1985

		YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AAUP/ NEA	AAUP/ IND	AFT/ IND	NEA/ IND	AFGE	AFSCME	SEIU	TOTAL
PUBLIC INSTITUTIONS		4	21	21	19	8	2	2	0	0	0	2	1	0	76
		2	3	83	166	22	1	1	0	0	1	0	1	1	279
	TOTAL		24	104	185	30	3	3	0	0	1	2	2	1	N=355
PRIVATE INSTITUTIONS		4	17	18	14	11	0	0	1	1	0	0	0	0	62
		2	1	4	5	2	0	0	0	0	0	0	0	0	12
	TOTAL		18	22	19	13	0	0	1	1	0	0	0	0	N=74
SUMMARY OF RECOGNIZED AGENTS		4	38	39	33	19	2	2	1	1	0	2	1	0	138
		2	4	87	171	24	1	1	0	0	1	0	1	1	291
	TOTAL		42	126	204	43	3	3	1	1	1	2	2	1	N=429

TABLE FOUR

COLLECTIVE BARGAINING AGREEMENTS
1985

		YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AAUP/ NEA	AAUP/ IND	AFT/ IND	NEA/ IND	AFGE	AFSCME	SEIU	TOTAL
PUBLIC INSTITUTIONS		4	20	19	17	5	2	2	0	0	0	2	1	0	68
		2	3	80	158	21	0	1	0	0	1	0	1	1	266
	TOTAL		23	99	175	26	2	3	0	0	1	2	2	1	N=334
PRIVATE INSTITUTIONS		4	16	15	11	5	0	0	1	1	0	0	0	0	49
		2	1	4	5	2	0	0	0	0	0	0	0	0	12
	TOTAL		17	19	16	7	0	0	1	1	0	0	0	0	N=61
SUMMARY OF BARGAINING AGREEMENTS		4	36	34	28	10	2	2	1	1	0	2	1	0	117
		2	4	84	163	23	0	1	0	0	1	0	1	1	278
	TOTAL		40	118	191	33	2	3	1	1	1	2	2	1	N=395

TABLE FIVE

ANALYSIS OF BARGAINING AGENTS & COLLECTIVE BARGAINING AGREEMENTS

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AAUP/ NEA	AAUP/ IND	AFT/ IND	NEA/ IND	AFGE	AFSCME	SEIU	TOTAL
RECOGNIZED AGENTS	4	38	39	33	19	2	2	1	1	0	2	1	0	138
	2	4	87	171	24	1	1	0	0	1	0	1	1	291
TOTAL		42	126	204	43	3	3	1	1	1	2	2	1	N=429
COLLECTIVE BARGAINING AGREEMENTS	4	36	34	28	10	2	2	1	1	0	2	1	0	117
	2	4	84	163	23	0	1	0	0	1	0	1	1	278
TOTAL		40	118	191	33	2	3	1	1	1	2	2	1	N=395
BARGAINING UNITS WITHOUT CONTRACTS		2	8	13	10	1	0	0	0	0	0	0	0	N=34

TABLE SIX

GEOGRAPHIC DISTRIBUTION OF BARGAINING AGENTS AND CONTRACTS

State	4-Year Agents/Contracts		2-Year Agents/Contracts		Total Agents/Contracts	
Alaska	0	0	1	1	1	1
Arizona	0	0	1	1	1	1
California	9	5	58	55	67	60
Colorado	3	2	1	0	4	2
Connecticut	9	9	3	3	12	12
Delaware	2	2	0	0	2	2
District of Columbia	3	2	0	0	3	2
Florida	3	2	7	7	10	9
Hawaii	1	1	0	0	1	1
Illinois	2	1	25	21	27	22
Iowa	2	2	13	13	15	15
Kansas	1	1	14	13	15	14
Maine	1	1	1	1	2	2
Maryland	1	0	2	2	3	2
Massachusetts	8	7	4	4	12	11
Michigan	14	12	29	27	43	39
Minnesota	2	2	1	1	3	3
Missouri	1	1	2	2	3	3
Montana	4	4	2	2	6	6
Nebraska	3	2	5	5	8	7
New Hampshire	2	2	0	0	2	2
New Jersey	9	8	17	17	26	25
New York	23	20	36	36	59	56
Ohio	6	6	4	4	10	10
Oregon	6	6	12	11	18	17
Pennsylvania	10	7	14	14	24	21
Rhode Island	6	5	1	1	7	6
South Dakota	2	2	0	0	2	2
Vermont	1	1	0	0	1	1
Virginia	1	1	0	0	1	1
Washington	0	0	23	22	23	22
Wisconsin	2	2	15	15	17	17
Guam	1	1	0	0	1	1
TOTAL	138	117	291	278	429	395

TABLE SEVEN[1]

FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AAUP/ NEA	AAUP/ IND	AFT/ IND	NEA/ IND	AFGE	AFSCME	SEIU	TOTAL
PUBLIC	4	18,273	31,369	18,404	1,461	19,521	20,700	0	0	0	126	0	0	109,854
	2	841	31,423	32,584	6,510	117	285	0	0	73	0	80	396	77,309
TOTAL		19,114	62,792	50,988	7,971	19,638	20,985	0	0	73	126	80	396	N=182,163
PRIVATE	4	3,068	2,515	1,875	511	0	0	858	26	0	0	0	0	8,853
	2	180	137	128	155	0	0	0	0	0	0	0	0	600
TOTAL		3,248	2,652	2,003	666	0	0	858	26	0	0	0	0	N=9,453
SUMMARY OF UNIT SIZE	4	21,341	33,884	20,279	1,972	19,521	20,700	858	26	0	126	0	0	118,707
	2	1,021	31,560	32,712	6,665	117	285	0	0	73	0	80	396	72,909
TOTAL		22,362	65,444	52,991	8,637	19,638	20,985	858	26	73	126	80	396	N=191,616

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[1] Represents both full-time and part-time faculty members included in certified bargaining units. No distinction is made with respect to union membership.

TABLE EIGHT

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION[1]

STATE	Date of Legislation or Amendment
Alaska	1972
Arizona	Governing Boards[2]
California	1975 (2 yr.); 1978 (4 yr.)
Connecticut	1975
Delaware	1970
District of Columbia	Governing Boards
Florida	1974
Hawaii	1970 (amend. 1975)
Illinois	1983
Iowa	1974
Kansas	1970 (2 yr.) (amend. 1974)
Maine	1974 (2 yr. voc. tech.) (amend. 1975) 1975 (all other)
Maryland	Governing Boards
Massachusetts	1974
Michigan	1973 (amend. 1976)
Minnesota	1971 (amend. 1976, 1980)
Montana	1973 (amend. 1975)
Nebraska	1972
Nevada	Governing Boards
New Hampshire	1975
New Jersey	1974 (amend.)
New York	1967 (amend. 1975)
Ohio	1983
Oregon	1963 (2 yr.) (amend. 1975)
Pennsylvania	1970
Rhode Island	1958 (amend. 1973)
South Dakota	1969 (amend. 1974)
Vermont	1972 (amend. 1975)
Washington	1973 (2 yr.)
Wisconsin	1966 (2 yr.) (amend. 1974)

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[1] Public institutions only. Authority to engage in collective bargaining has existed since 1970 in private institutions under the National Labor Relations Act. See Introduction for discussion of pending legislation.

[2] No legislation. Governing Boards enacted policy enabling collective bargaining at institution. Not general for state institutions of higher education as a whole.

TABLE NINE

SUMMARY OF DECERTIFICATIONS[1]

Year	Institution	State	2/4	Unit Size	Agent	Year Agent Elected
1976	*New England College	NH	4		AFT	
1977	*Jamestown College	ND	4		NEA	
1980	Delaware Technical & CC	DE	2	230	NEA	1974
1980(Y)[2]	*Catholic Univ. of America Law School	DC	Grad.	22	Ind.	1977
1980(Y)	Yeshiva University	NY	4	200	Ind.	1976
1981(W)	Goddard College	VT	4	10	AFT	1975
1981(Y)(W)[3]	*Mount Vernon College	DC	4	25	AAUP	1977
1981(Y)	*Salem College	WV	4	64	NEA	1979
1981(W)	Southwestern Michigan Coll.	MI	2	35	NEA	1969
1981(Y)	*University of Albuquerque	NM	4		AFT	1982
1982(Y)(W)	*Ashland College	OH	4	82	AAUP	1972
1982(Y)(W)	*Curry College	MA	4	95	AAUP	1979
1982(Y)(W)	*Daemen College	NY	4	80	AAUP	1979
1982(Y)(W)	*Drury College	MO	4	60	AAUP	1979
1982(Y)	*College of Osteopathic Medicine & Surgery	IA	4	65	AFT	1975
1982(Y)	Ithaca College	NY	4	--	AFT	1978
1982(Y)	*Stevens Institute of Tech.	NJ	4	109	AAUP	1976
1982(Y)	Thiel College	PA	4	63	AAUP	----
1982(Y)	*Wagner College	NY	4	105	AFT	1979
1983(Y)[4]	*Cooper Union	NY	4	55	AFT	1976
1983(Y)	*Ohio Northern University	OH	4	145	NEA	1979
1983(Y)	*Seton Hall University	NJ	4	350	AFT	1982
1983(Y)	*Stephens College	MO	4	120	AFT	1979
1983(Y)	*University of New Haven	CT	4	130	AFT	1979
1984(Y)[5]	Boston University	MA	4	860	AAUP	1975
1984(Y)	Polytechnic Institute of NY	NY	4	220	AAUP	1971

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[1] For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified agent to "No-Agent" or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative." Those instances in which the certified agent was challenged by a competing organization and subsequently lost its certificate are not considered technical decertifications and are listed under "Change in Agent Status."

[2] Y - Results of Yeshiva litigation.

[3] W - Union voluntarily withdrew its certification.

[4] Decertification is currently on Appeal to NLRB.

[5] See footnote 4.

TABLE TEN

ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

Institution	State	Unit Size	Agent Status	Year Agent Elected
*Adrian College	MI	56	NEA-C[1]	'75
*American International College	MA	-	AAUP-P[1]	-
*American Univ. English Lang. Institute	DC	37	ELIFA-C	'82
*Ashland College	OH	82	AAUP-D[1]	'72
*Boston University	MA	860	AAUP-D	'75
*Bradford College	MA	29	NA[2]	'82
*Catholic Univ. of America Law School	DC	22	IND-D	'77
*College of Osteopathic Medicine	IA	65	AFT-D	'76
*Cooper Union	NY	55	AFT-D	'74
*Curry College	MA	95	AAUP-W[1]	'79
*Daemen College	NY	80	AAUP-W	'79
*Drury College	MO	60	AAUP-W	'79
*Duquesne Univ. Law School	PA	26	Faculty Assn.	-
*Florida Memorial College	FL	40	UFF/AFT-C	'79
*Itnaca College	NY	-	NYSUT/AFT-D	'78
*Kendall School of Design	MI	50	NEA-C	'74
*Lewis University	IL	97	IND-C	'75
*Livingstone College	NC	77	AFT-C	-
*Long Island Univ.-Brooklyn	NY	250	AFT-C	'76
*Long Island Univ.-C.W. Post	NY	350	AFT-C	'76
*Long Island Univ.-Coll. of Pharmacy	NY	25	AAUP-C	'78
*Long Island Univ.-Southampton	NY	72	AFT-C	'76
*Loretto Heights College	CO	100	NEA-C	'72
*Milton College	WI	35	AFT-School Closed '82	'79
*Montefiore Hosp./Medical Center	NY	-	NA[3]	-
*Mount Vernon College	DC	25	AAUP-W	'77
*Nasson College	ME	30	AFT-School Closed '82	'77
*New York Medical College	NY	-	NA[5]	-
*Ohio Northern University	OH	145	NEA-D	'79
*Parsons School of Design	NY	-	AFT-C	'84
*Polytechnic Institute of NY	NY	220	AAUP-P	'71
*Pratt Institute of NY	NY	470	AFT-C	'71
*Puerto Rico Jr. College	PR	-	IND-C	'75
*Rio Grande College	OH	76	IND-C	'76
*Saint Joseph College	ME	27	NEA-P	-
*Saint Theresa College	MN	-	NA[4]	-
*Salem College	WV	64	NEA-D	'79
*Seattle University	WA	-	AAUP-W	-
*Seton Hall University	NJ	-	AFT-D	'82
*Simon's Rock of Bard College	MA	27	AFT-C	'84
*Stephens College	MO	120	AFT-D	'79
*Stephens Inst./Acad. of Art Coll.	CA	-	IND	'76

Institution	State	Unit Size	Agent/Status	Year Agent Elected
ROSTER OF INSTITUTIONS (Cont'd.)				
*Stevens Institute of Technology	NJ	109	AAUP-D	'76
*Thiel College	PA	63	AAUP-D	-
University of Alaska	AK	-	NEA-C	'82
*University of Albuquerque	NM	-	AFT-D	-
*University of New Haven	CT	130	AFT-D	'76
*Villanova University	PA	-	AAUP-W	-
*Wagner College	NY	105	AFT-D	'79
Witchita State University	KS	-	KEA-C	-
*Wilberforce University	OH	49	AAUP-C	'79
*Yeshiva University	NY	200	IND-D	'76

1. C= Current
   D= Decertified
   P= Pending Litigation
   NA= "No Agent" Elected
   W= Agent Withdrew

2. "No Agent" defeated IBT in 1982.

3. "No Agent" defeated NYS Fed. Phy.-Dentists in 1982.

4. "No Agent" defeated AAUP in 1980.

5. "No Agent" defeated NYS. Fed. Phy.-Dentists in 1982.

TABLE ELEVEN

COLLEGE CLOSINGS[1]

Institution	State	Agent	Unit Size	2/4 Year	Closing Date
*Central YMCA Community College	IL	AFT	80	2	1983
*Colorado Women's College	CO	AAUP	42	4	1982
*Detroit Institute of Technology	MI	NEA	34	4	1981
*Milton College	WI	AFT	35	4	1982
*Nasson College	ME	AFT	30	4	1983
*Shaw College at Detroit[2]	MI	NEA	37	4	1983
Springfield Campus - University of South Dakota	SD	NEA	--	4	1984

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[1] Institution previously cited in the Directory as having negotiated collective bargaining agreements.

[2] U. S. Bankruptcy Court judge orders permanent closing of institution. (March, 1984)

TABLE TWELVE

BARGAINING AGENTS CITED IN THIS DIRECTORY

AAUP	American Association of University Professors
ACCF	Associated Community College Faculties
ACPU	Association Canadien des Professeur's d'Universite
AFGE	American Federation of Government Employees
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
APSCUF	Association of Pennsylvania State College and University Faculties
CAUT	Canadian Association of University Teachers
CEQ	Centrale de l'Enseignement du Quebec
CFA	California Faculty Association
CNA	California Nurses Association
CSEA	California State Employees Association
CSN	Confederation des Syndicats Nationaux
CTA	California Teachers Association
ELIFA	English Language Institute Faculty Association
FAC	Florida Academic Congress
FAPUQ	Federations des Associations de Professeurs des Universities du Quebec
FUSA	Faculty United Service Association
GFT	Guam Federation of Teachers
IFT	Illinois Federation of Teachers
IND	Independent
MCCC	Massachusetts Community College Council
MSP	Massachusetts Society of Professors
MTA	Massachusetts Teachers Association
NEA	National Education Association
NYEA	New York Educator's Association
NYSUT	New York State United Teachers
OEA	Oregon Education Association
OPEIU	Office of Professional Employees International Union
OPSEU	Ontario Public Service Employees Union
PaFT	Pennsylvania Federation of Teachers
PCFA	Post College Faculty Association
PSC	Professional Staff Congress
SCEA	State Colleges Education Association (Nebraska)
SEIU	Service Employees' International Union
SPSE	Society of Professional Scientists and Engineers
SRFBC	Simon's Rock Faculty Bargaining Council
TAA	Teaching Assistants Association
UAPD	Union of American Physicians and Dentists
UCCFF	United Community College Faculty of Florida
UEA	University Education Association
UFF	United Faculty of Florida
UFL	University Federation of Librarians
UHPA	United Hawaii Professional Assembly
UPC	United Professors of California
UPI	United Professionals of Illinois
UUP	United University Professions
WEA	Wisconsin Education Association

"NO-AGENT" VOTES
1971 - 1984

"NO-AGENT" VOTES
1971 - 1984

State	Institution	Agent Defeated	Year	2/4
ALASKA	University of Alaska	NEA	1982	4
CALIFORNIA	*California Institute of the Arts	AFT	1975-	4
	Coachella Valley Community College	NEA	1978	2
	College of the Desert	NEA	1979	2
	Imperial Valley College	NEA	1980	2
	North Orange County Community College**	NEA	1978	2
	Pasadena City College**	NEA	1977	2
	Univ. of California-Berkeley	AAUP	1980	4
	-UCLA	Ind.	1981	4
	-Professional Scientist & Engineers of the Lawrence Livermore National Labs.	SPSE/CSEA	1983	4
	Univ. of San Francisco-College of Professional Studies	AFT	1983	4
COLORADO	University of Colorado**	AAUP/AFT	1975-	4
	Boulder		1980	4
CONNECTICUT	*Wesleyan University	AAUP	1979	4
DISTRICT OF COLUMBIA	*Catholic University of America		1979	4

"NO-AGENT" VOTES (Cont'd.)

State	Institution	Agent Defeated	Year	2/4
FLORIDA	Central Florida Community College	NEA	1977	2
	Florida Junior College	AFT	1975	2
	*Jacksonville University	AAUP	1975-	4
	Miami Dade Junior College	AFT	1975	2
		AFT	1984	2
	Okaloosa-Walton Junior College	NEA	1975	2
	Pensacola Junior College (Full & Part-time)	UFF/AFT	1979	2
	Polk Community College	AFT	1975	2
	Santa Fe Community College	NEA	1976	2
	St. Petersburg Junior College	NEA	1977	2
	Univ. of Florida-Institute of Food and Agric. Science	Ind.	1976	4
	Univ. of Florida-Gainesville**		1980	4
	*Univ. of Miami-Coral Gables	AAUP	1974	4
ILLINOIS	*College of St. Francis	AFT	1975-	4
	William Rainey Harper College**	NEA,AFT	1976	2
INDIANA	*Butler University	NEA	1977	4
	*University of Evansville	NEA	1979	4
MAINE	*Ricker College	AFT	1975-	4
MASSACHUSETTS	*Anna Maria College	AAUP	1978	4
	*Bradford College	IBT	1982	4
	*Curry College**	Ind.	1975	4
	*Dean Junior College	AFT	1975-	2
	Holyoke Community College** (subsequently affiliated with NEA under statewide system)	NEA	1971	2
	*Lasell Junior College	AFT	1976	2

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MASSACHUSETTS (Cont'd.)	Massachusetts Maritime Academy	AFT,NEA	1975	4
	*Merrimack College	NEA	1976	4
	*New England Conservatory of Music	AAUP	1975	4
	*Northeastern University	AAUP,NEA	1975	4
MICHIGAN	*Albion College	AAUP,NEA	1975-	4
	American Institute of Technology	AAUP	1980	4
	Grand Valley State Colleges	NEA	1974	4
		NEA	1977	
		NEA	1980	
		NEA	1982	
	*Lawrence Institute of Technology	AAUP	1975-	4
	Michigan State University	AAUP,NEA	1972	4
		AAUP,NEA	1978	
		AAUP,NEA	1982	
	Northern Michigan University**	NEA	1975	4
	*University of Detroit**	AAUP	1975-	4
		NEA	1975-	
MINNESOTA	*Hamline University	AAUP	1975	4
	University of Minnesota			4
	- Faculty**	AAUP	1978	
	- Law School(Duluth & Twin Cities Campus)		1980	
	- Health Science(Duluth & Cities Campus)		1980	
	- Crookston Campus-Faculty		1980	
	- Minneapolis-St. Paul	NEA,AAUP	1981	

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MISSOURI	*Stephens College**	AFT,AAUP	1978	4
MONTANA	Montana State University	AAUP	1978	4
	University of Montana**	AAUP,AFT	1975	4
NEBRASKA	University of Nebraska, Lincoln	AAUP	1977	4
	Univ. of Nebraska College of Dentistry	Ind.	1975	4
NEW HAMPSHIRE	*Nathaniel Hawthorne College	AFT	1975	4
	University System of New Hampshire			4
	- Durham Campus	AAUP,NEA	1977	
	- Plymouth Campus	AAUP,NEA	1977	
NEW JERSEY	*Centenary College for Women	AAUP	1977	4
	Somerset County College-Adjunct Unit	AFT	1982	2
NEW YORK	Corning Community College	AFT	1976	2
	*Fordham University (2 elections)	AAUP	1975-	4
	*Ithaca College**	AAUP,AFT	1975-	4
	*Manhattan College	AAUP	1971	4
	*New York University	AAUP,AFT	1975-	4
		AFT	1975-	
	*Pace University	AAUP	1978	4
	*Rensselaer Polytechnic Institute	AAUP	1975	4
	*Rosary Hill College	NEA	1975-	4
	*Saint Joseph's College	AFT	1976	4
	*Syracuse University	AAUP	1975-	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
NEW YORK (Cont'd.)	*Villa Maria College	AFT	1975-	2
NORTH CAROLINA	*Barber-Scotia College	NEA	1979	4
OHIO	*Antioch College	AAUP,AFT	1975-	4
	*Baldwin-Wallace College	AAUP	1975-	4
	Bowling Green State University	Ind.	1979	4
	*Oberlin College	Ind.	1974	4
	Ohio University	AAUP,NEA	1976	4
	University of Toledo	AAUP,AFT	1975-	4
OREGON	Eastern Oregon State College		1977	4
	Oregon Institute of Technology	Ind.	1975	4
	Oregon State University	AAUP,AFT	1977	4
		NEA,AAUP	1983	
	Treasure Valley Community College	NEA	1977	2
	Umpqua Community College	NEA	1979	2
	University of Oregon	AAUP,AFT	1977	4
PENNSYLVANIA	Butler County Community College	NEA,Ind.	1976	2
	*King's College	AFT,NEA	1975-	4
	Pennsylvania State University	AAUP,NEA	1977	4
	*Philadelphia College of Art	AFT	1975-	4
	*Point Park College	AAUP	1974	4
	*Seton Hill College	NEA	1975-	4
	University of Pittsburgh	AFT	1977	4
	Univ. of Pittsburgh Health Professional Schools	AAUP,NEA	1975	4
	Univ. of Pittsburgh Law School	Ind.	1975	4

"NO-AGENT" VOTES (Cont'd.)

State	Institution	Agent Defeated	Year	2/4
PENNSYLVANIA (Cont'd.)	Univ. of Pittsburgh-Provost Unit	AAUP,AFT,NEA	1976	4
	*Villanova University	AAUP,AFT	1975-	4
	*Waynesburg College	NEA	1976	4
	*Wilson College	PSEA/NEA	1977	4
RHODE ISLAND	*Rhode Island School of Design**	AFT		4
TENNESSEE	*Tusculum College	AFT	1972	4
VERMONT	University of Vermont	AFT,AAUP,NEA	1976	4
VIRGINIA	*Randolph-Macon College	AAUP	1973	4
WASHINGTON	*Seattle University	AAUP	1975-	4
WISCONSIN	*Northland College**	AFT	1972	4

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*Denotes private institution.

For purposes of this Directory, "No-Agent" Votes are defined as elections in which faculty chose not to be represented by a certified collective bargaining agent. At those institutions in which faculty subsequently elected to be represented, the symbol ** is used. Information on "No-Agent" Votes conducted prior to 1975 is not readily available, thus for those institutions the year 1975, followed by a dash, -, is used.

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